



1/59

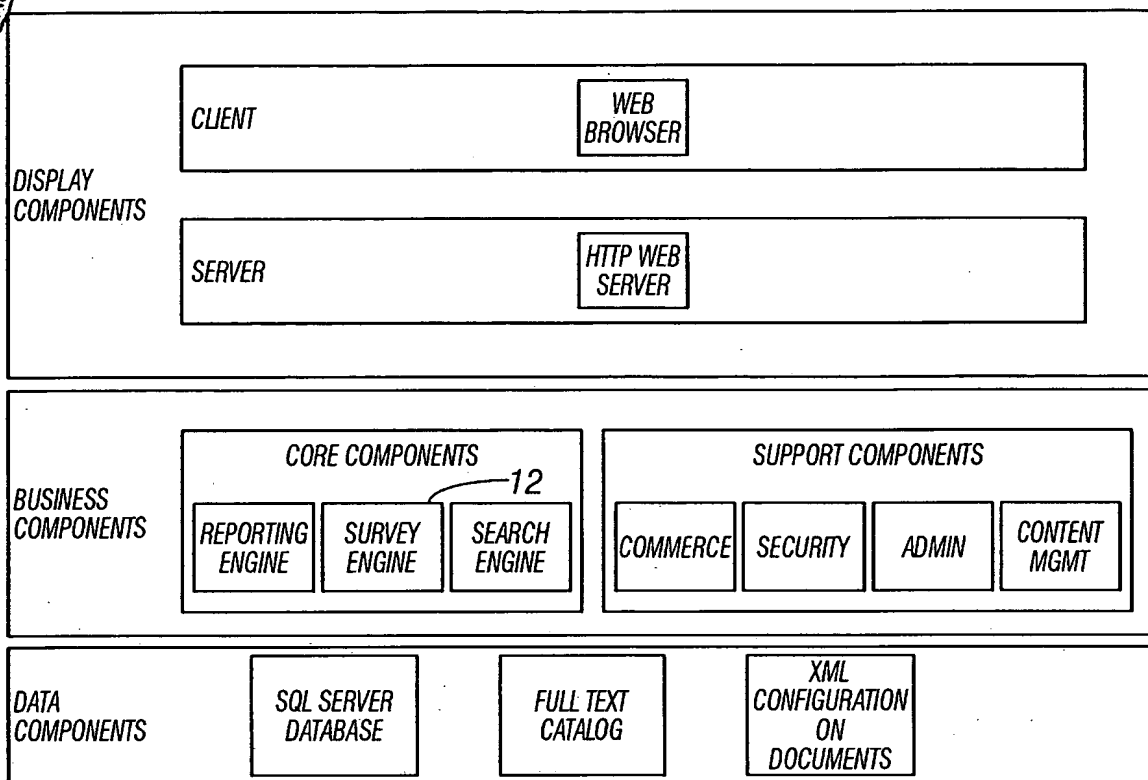


FIG. 1

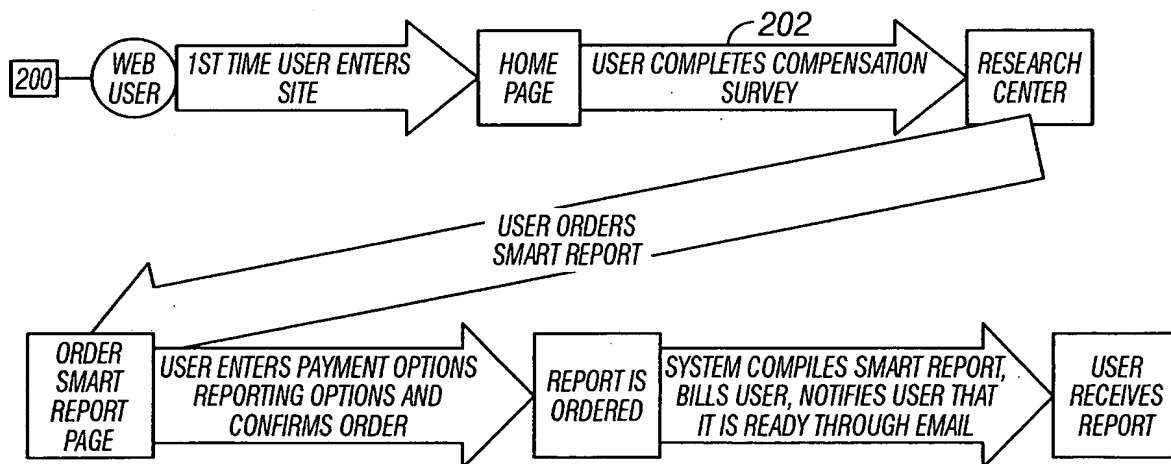


FIG. 2

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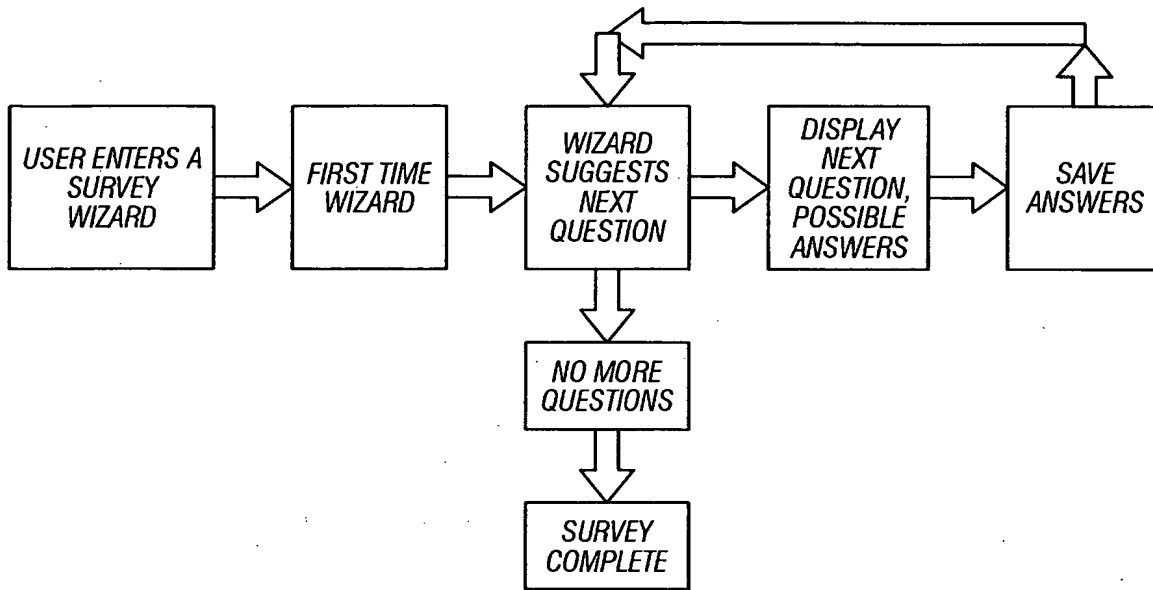


FIG. 3

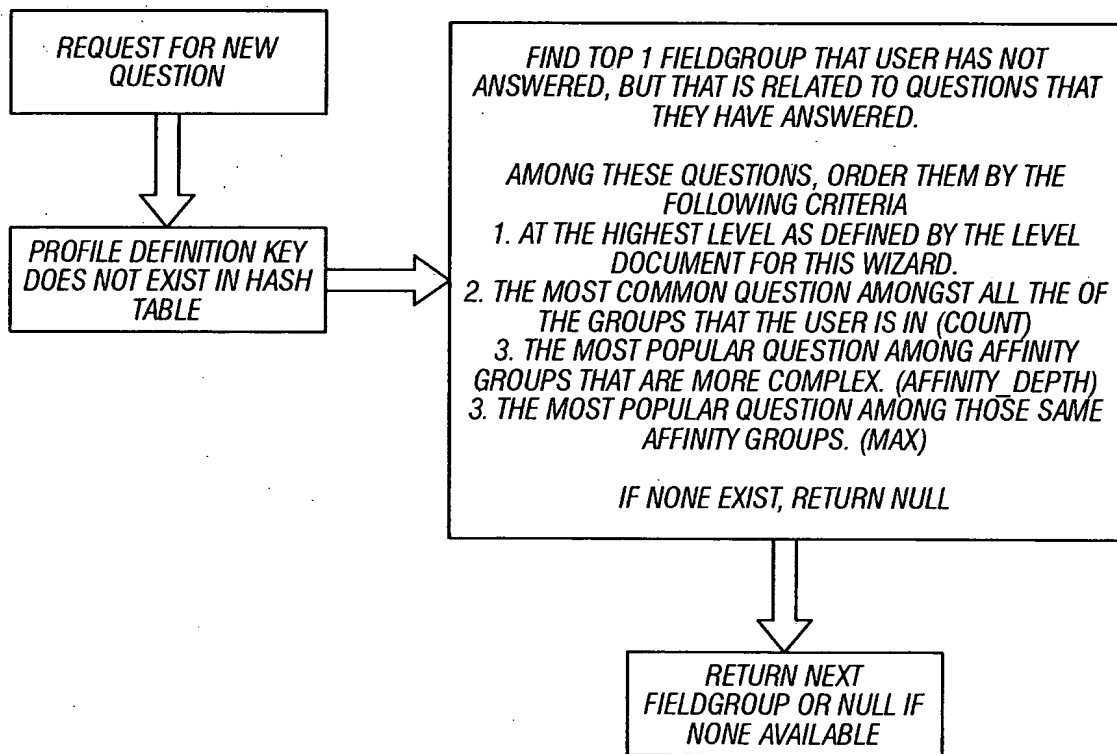


FIG. 4

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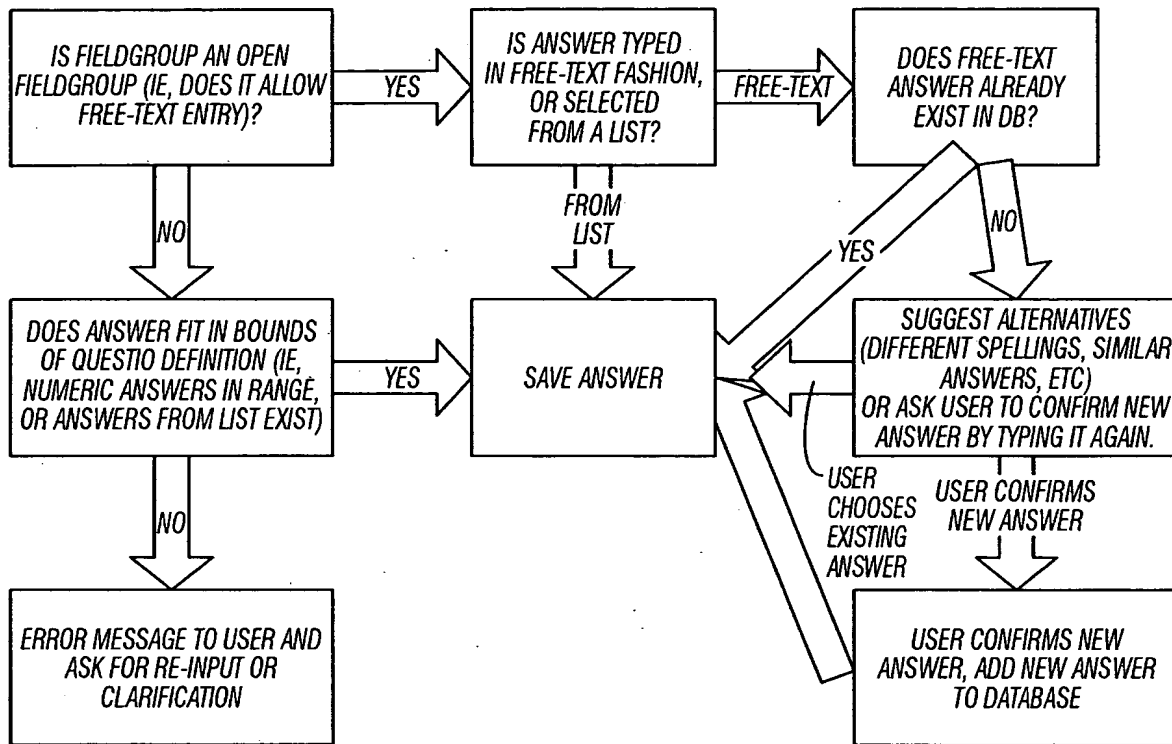


FIG. 5

INDUSTRY		LAW
JOB	TITLE	LAWYER
JOB	YEARS EXPERIENCE	5
SALARY	AMOUNT	\$72,000
SALARY	CURRENCY	USD
SALARY	WORK WEEK	40 HOURS
LOCATION	CITY	SAN DIEGO
LOCATION	STATE	CA
LOCATION	COUNTRY	USA
BAR ASSOCIATION		CA BAR ASSOCIATION
BAR ASSOCIATION		US BAR ASSOCIATION
SCHOOL	NAME	HARVARD UNIVERSITY
SCHOOL	DEGREE	B.A.
SCHOOL	YEAR GRADUATED	1994
SCHOOL	NAME	GEORGETOWN UNIVERSITY
SCHOOL	DEGREE	JD
SCHOOL	YEAR GRADUATED	1998
BENEFITS		CORNER OFFICE
BENEFITS		FREE COFFEE
BENEFITS		HEALTH PLAN
BONUS	AMOUNT	\$10,000
BONUS	CURRENCY	USD
BONUS	PERIOD	YEARLY

FIG. 6

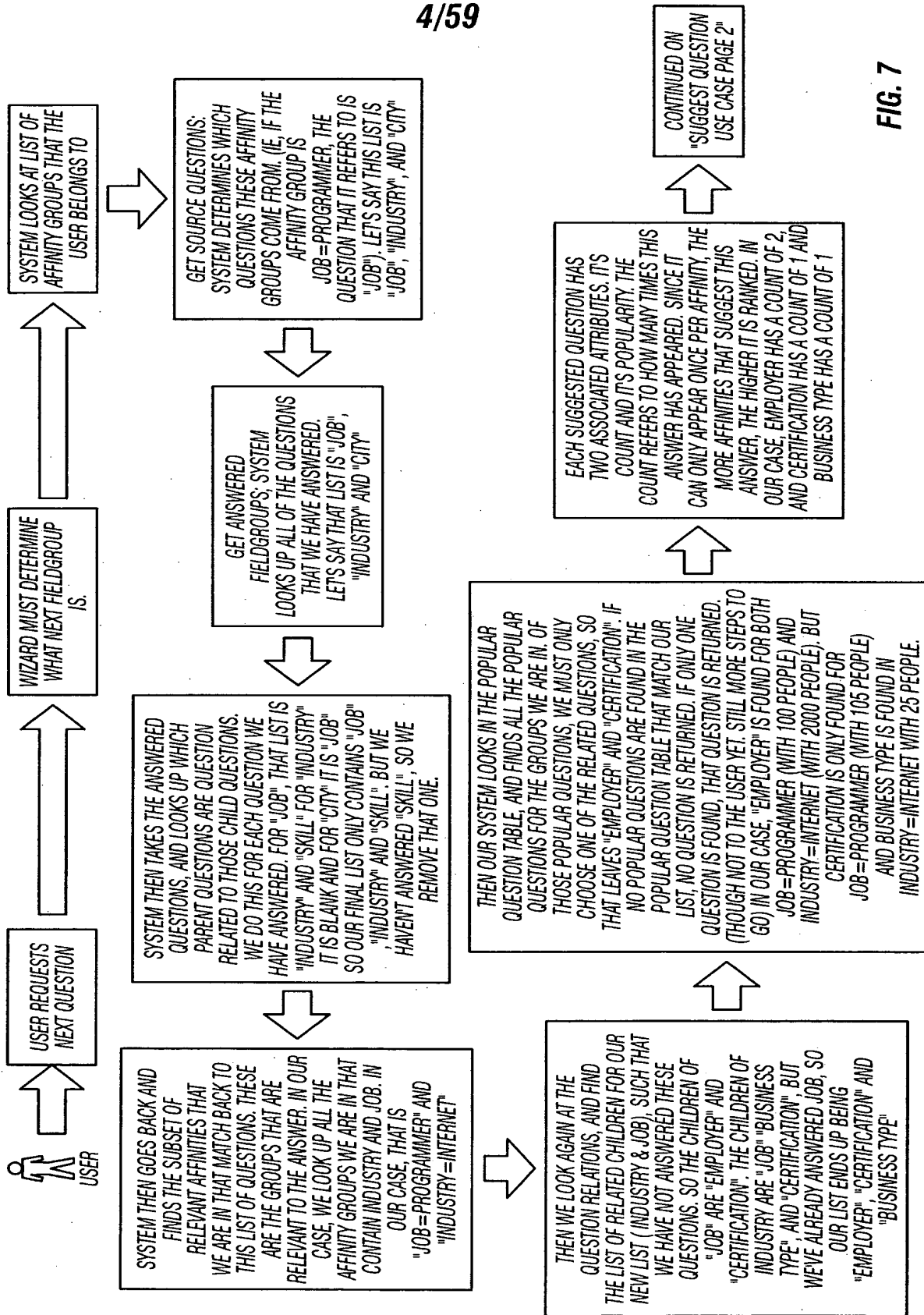


FIG. 7

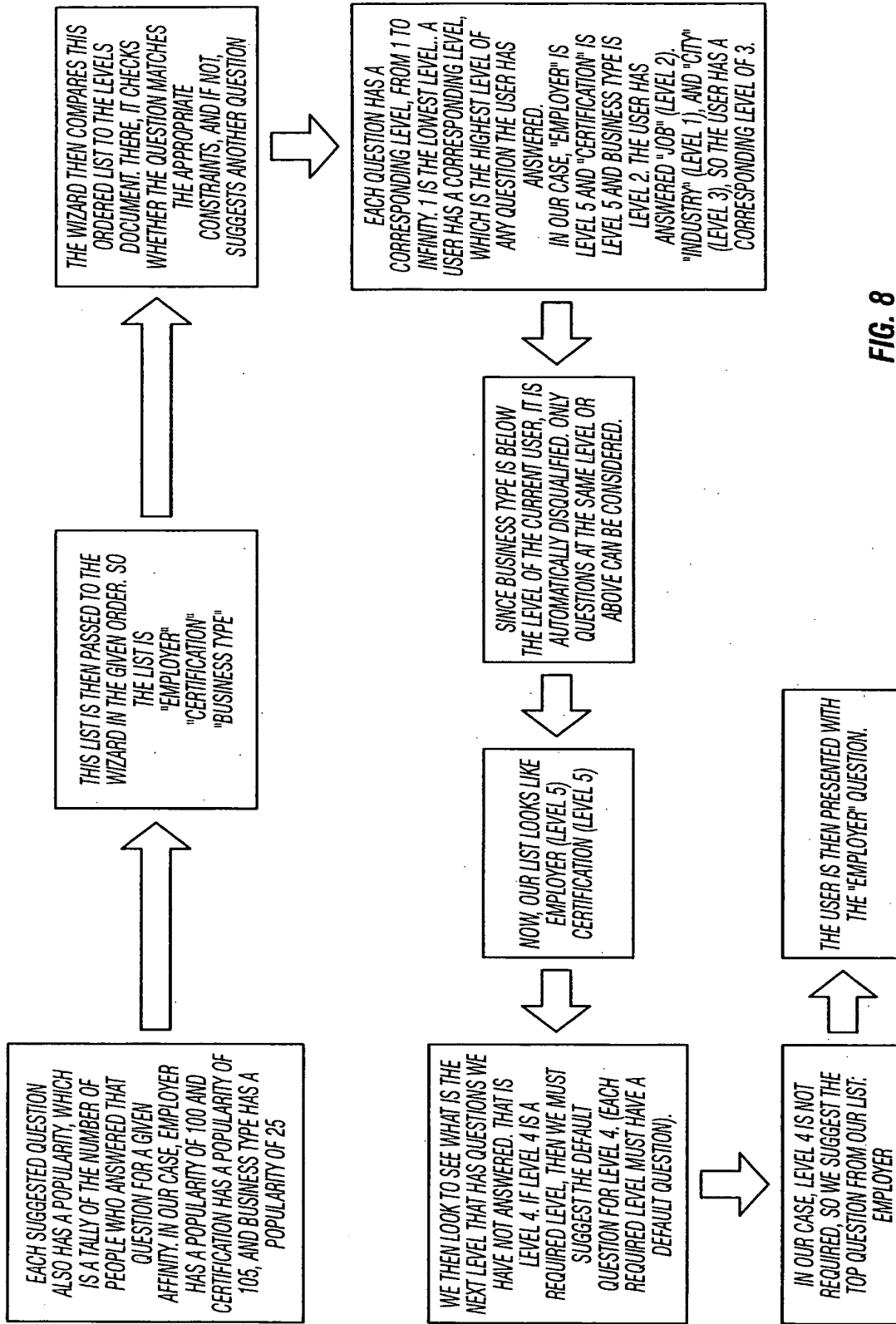


FIG. 8

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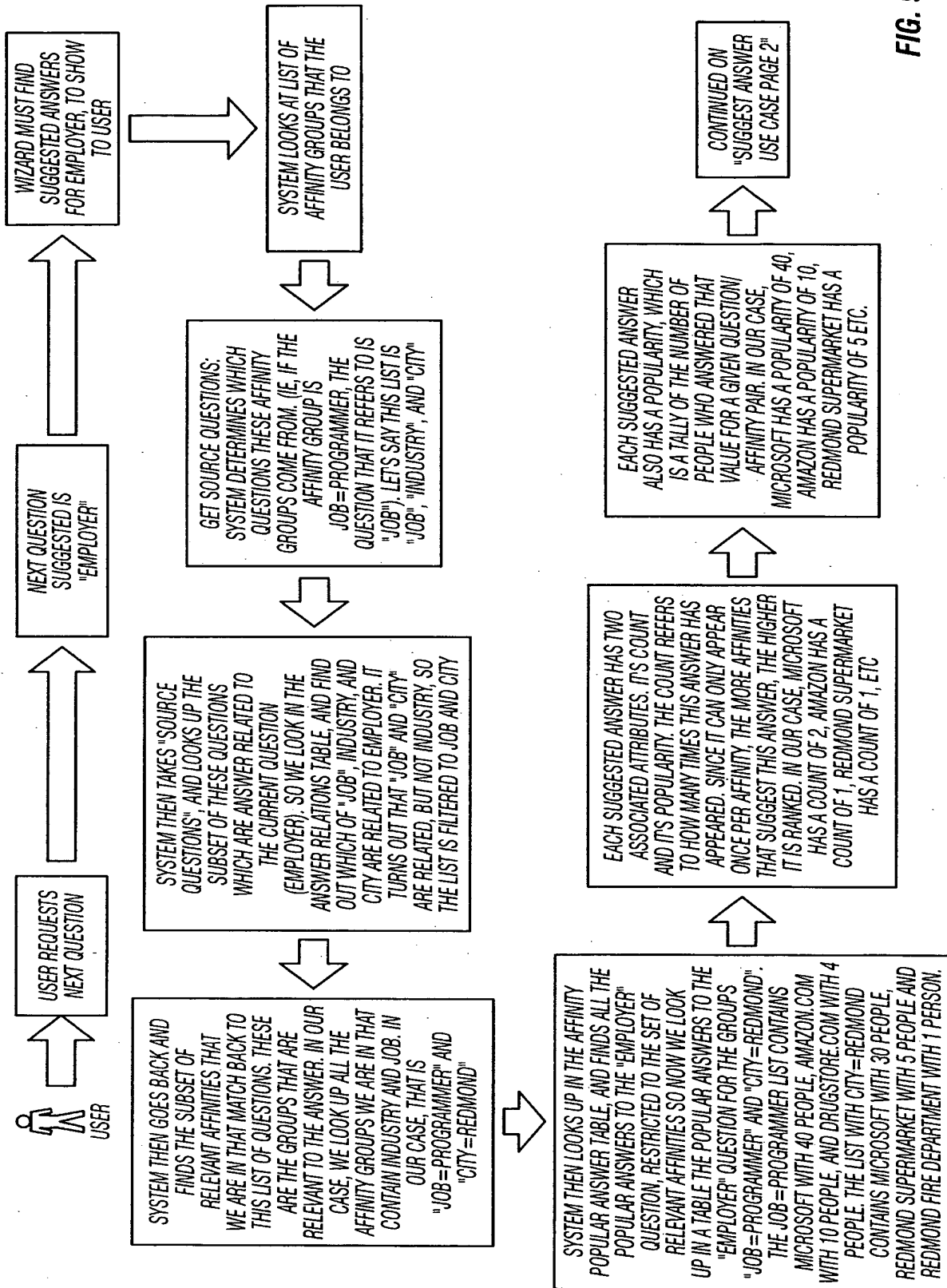


FIG. 9

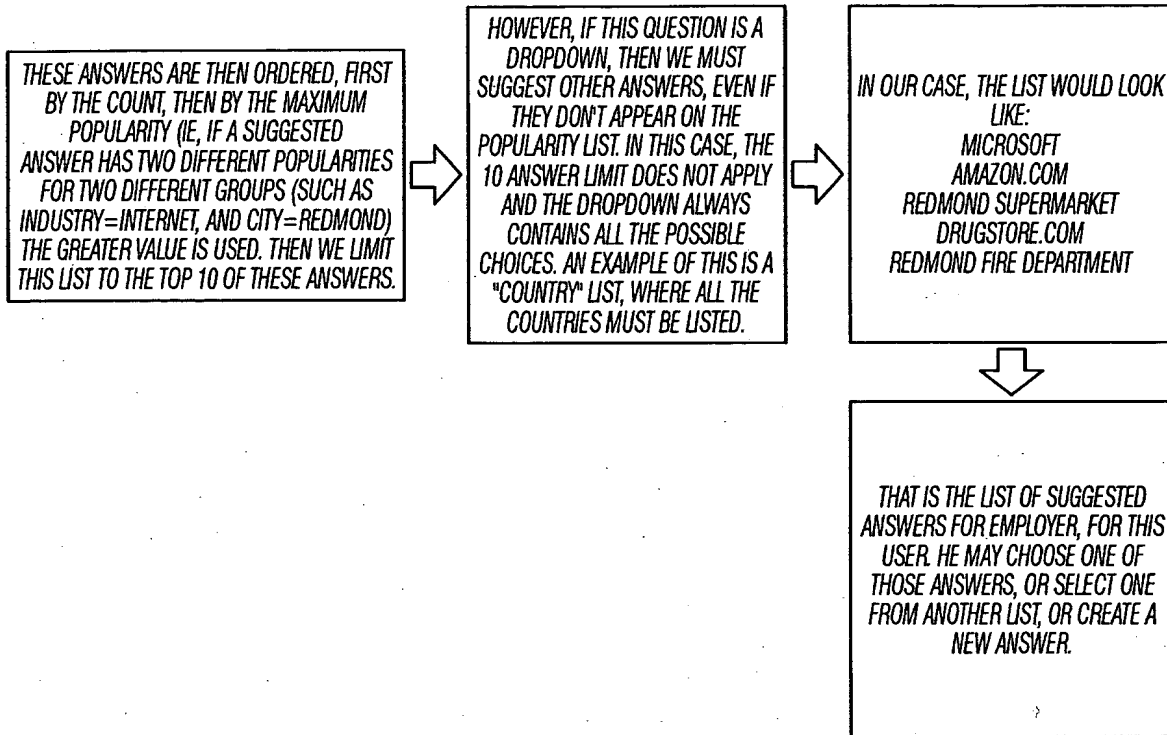


FIG. 10

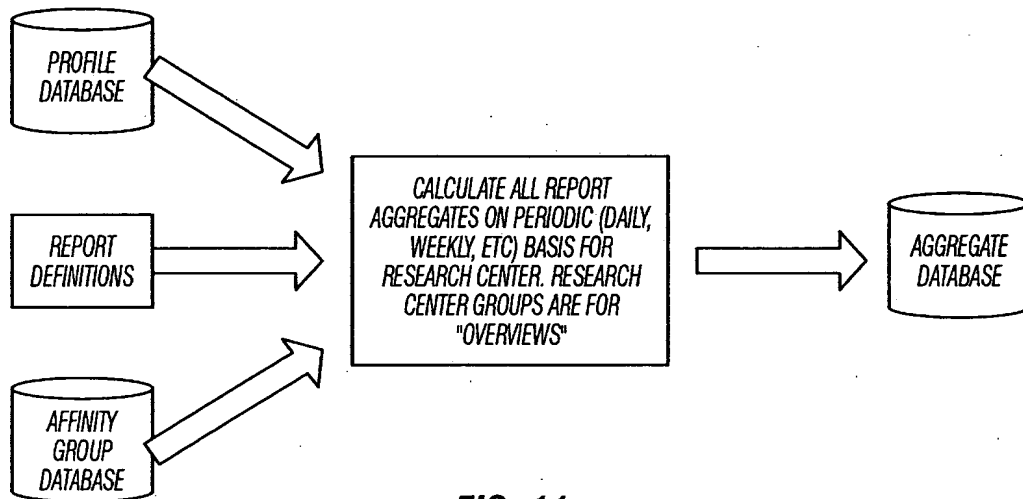


FIG. 11

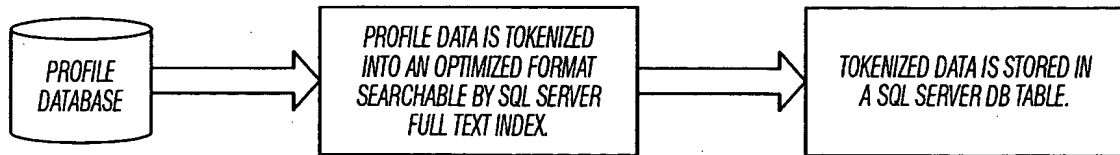


FIG. 12

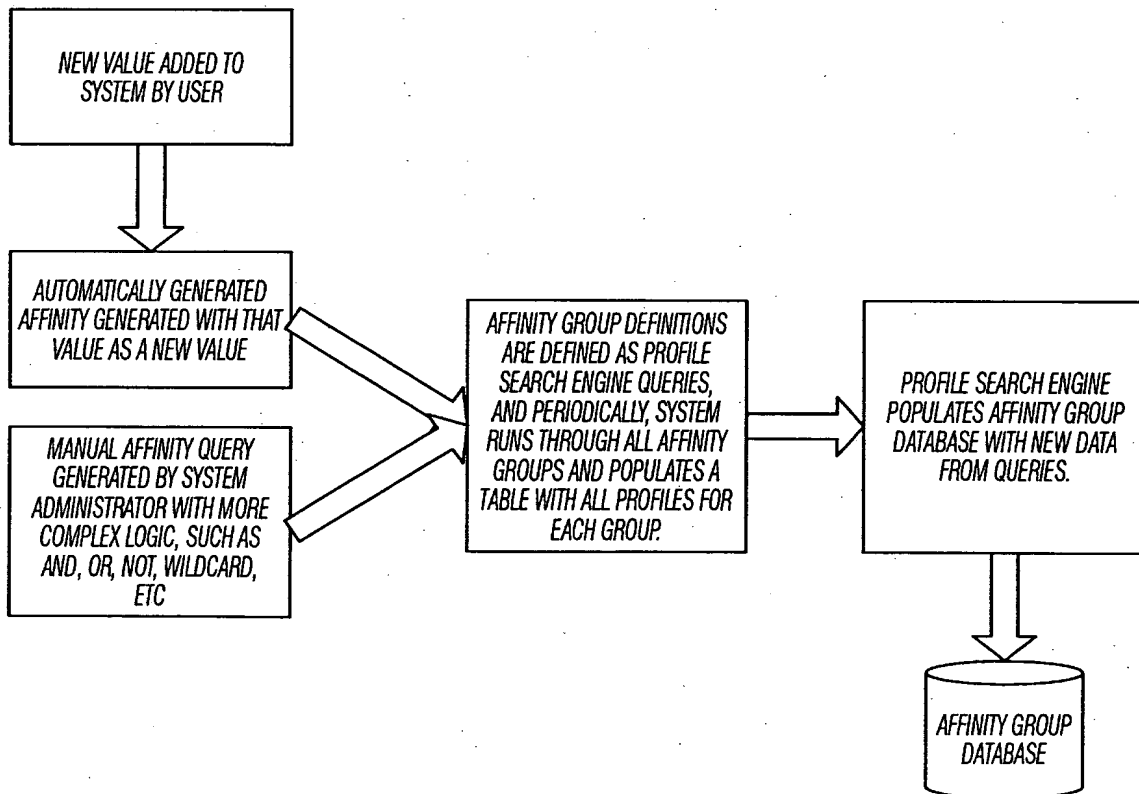


FIG. 13



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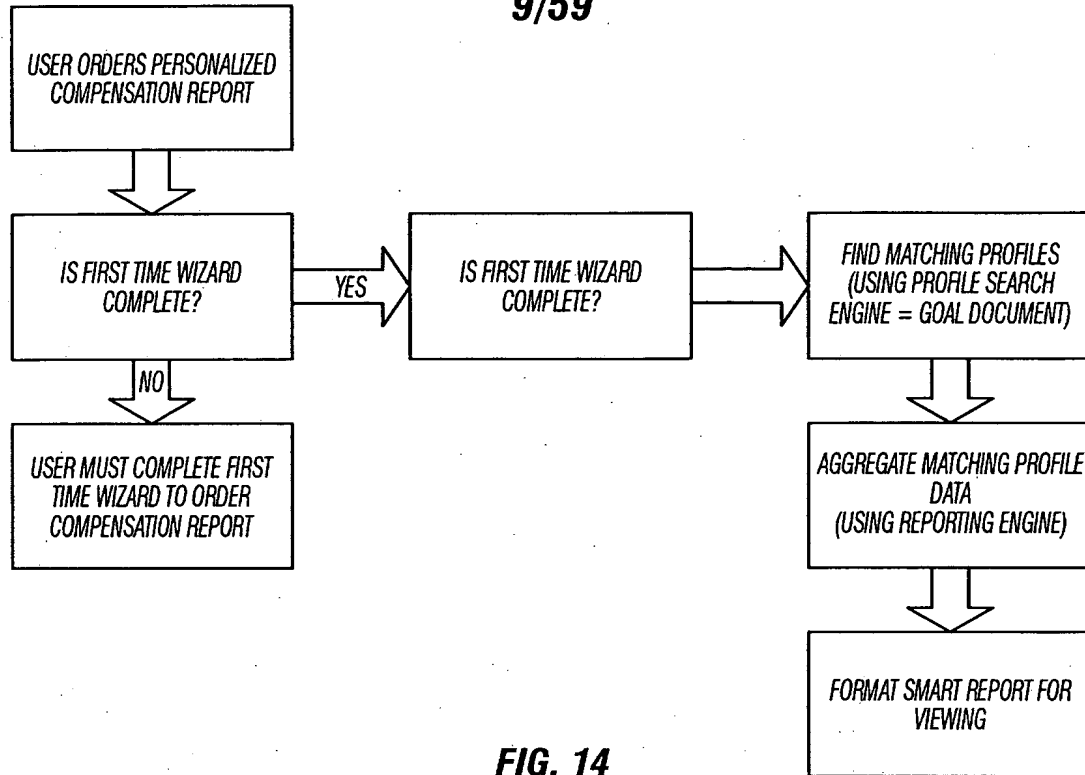


FIG. 14

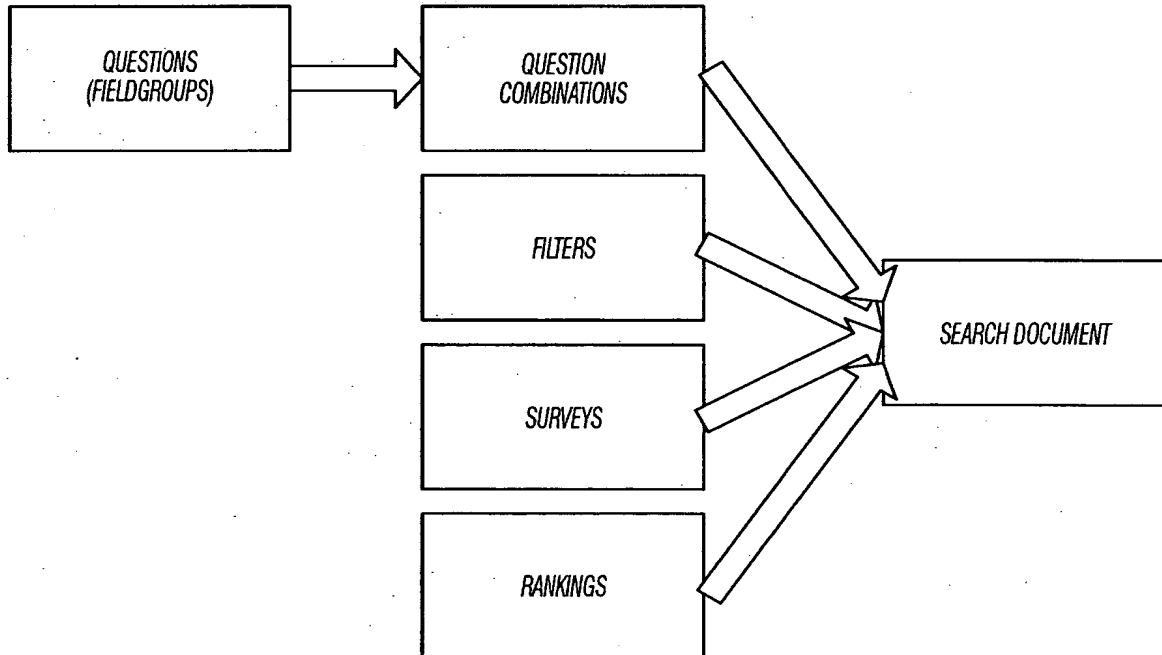


FIG. 15

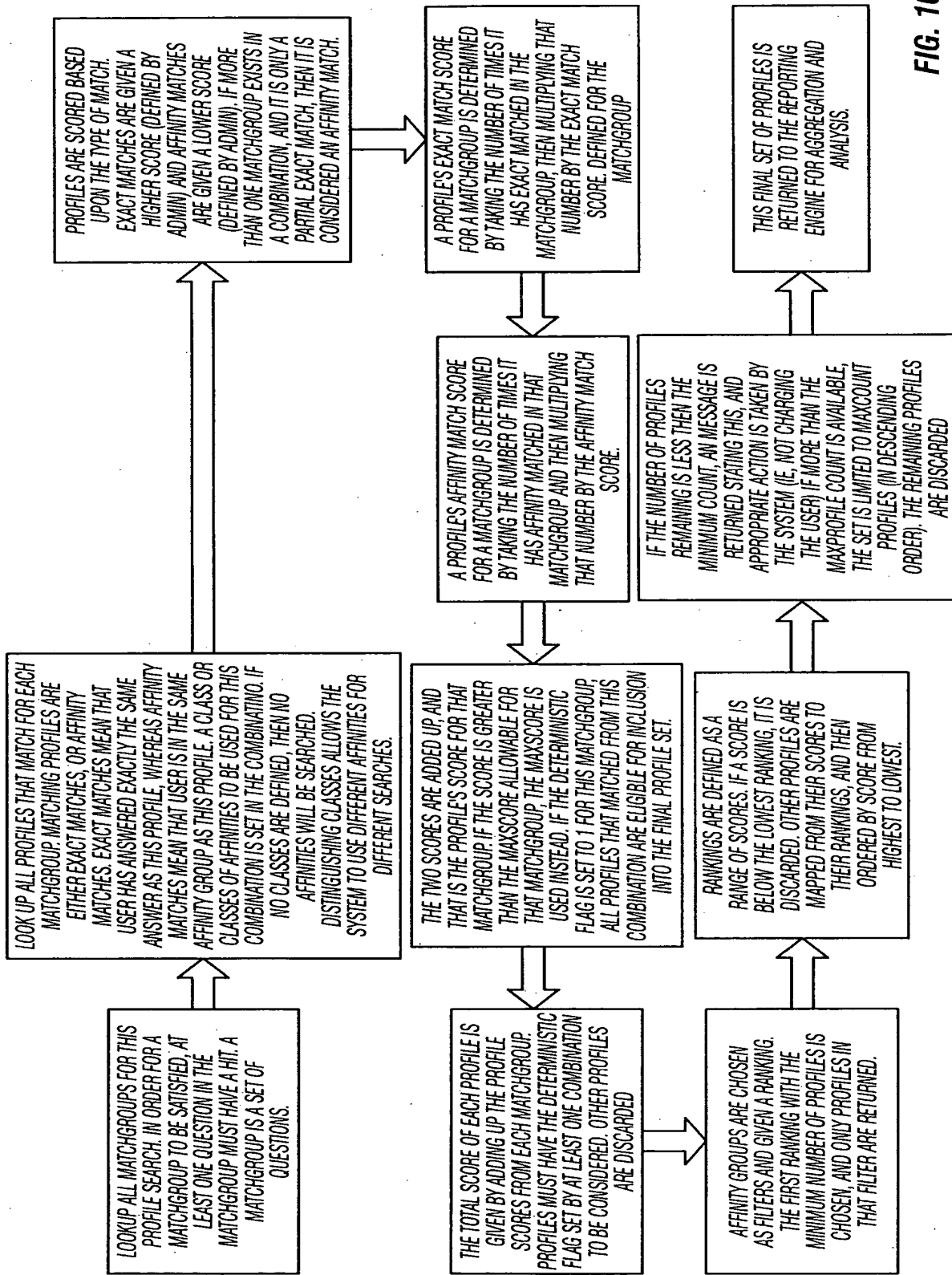


FIG. 16

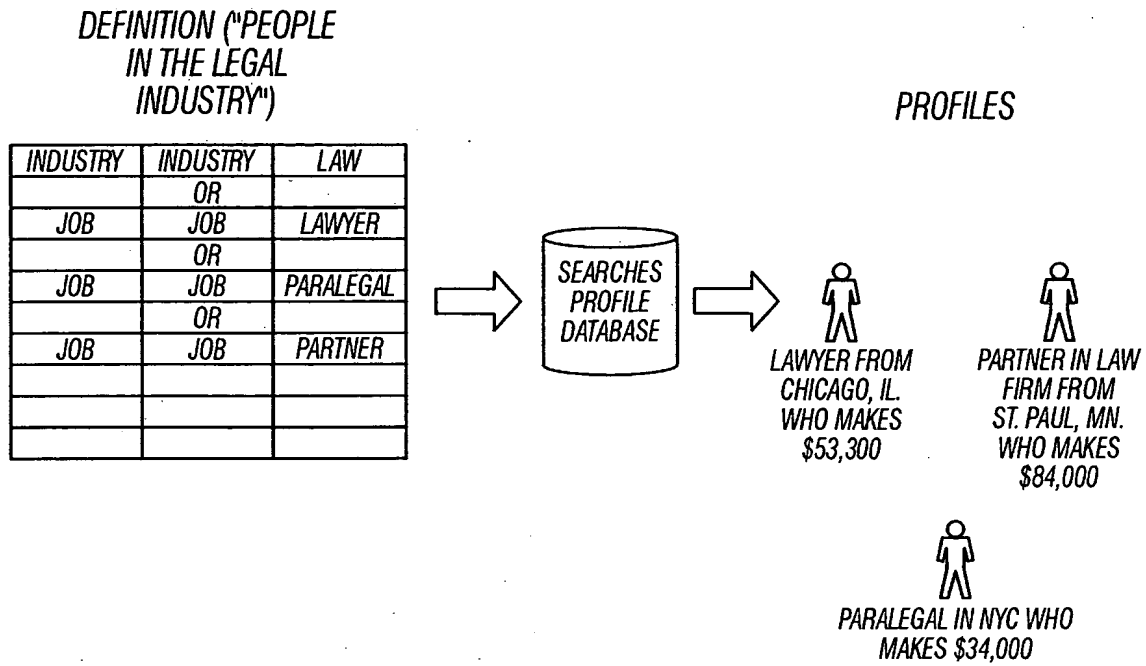


FIG. 17

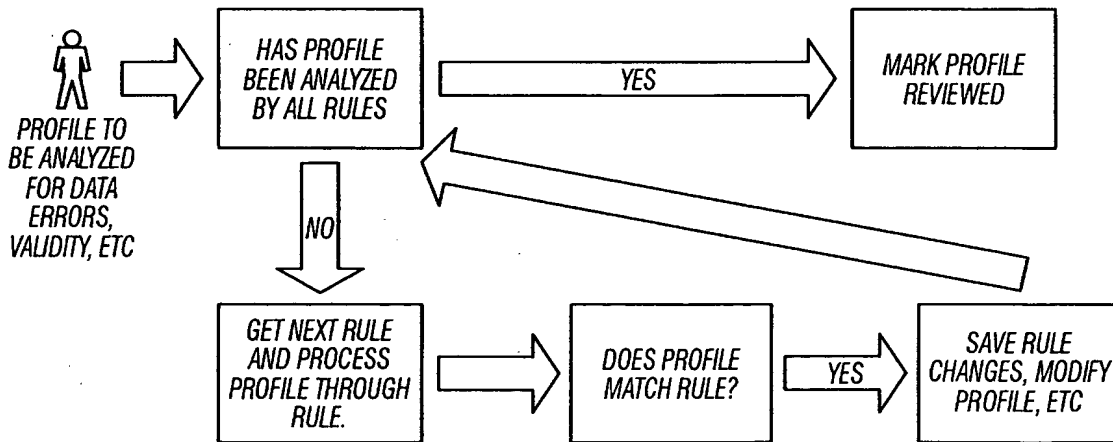


FIG. 18

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A SERIES OF EXAMPLE RULES USED IN THE RULES ENGINE

RULES ARE AMENDED FROM TIME TO TIME AS NEEDED FOR THE SYSTEM TO PROCESS PROFILES IN THE MOST EFFICIENT AND ACCURATE WAY. THESE ARE EXAMPLES. ONE SKILLED IN THE ART WILL EASILY UNDERSTAND THAT OTHER RULES MAY BE EMPLOYED.

1. IF ANY ANSWER EXISTS FOR THE FIELD DEGREE, AND THE PROFILE ALSO CONTAINS CERTIFICATION="DEGREE" AND/OR CERTIFICATION="DIPLOMA IN INFORMATION TECHNOLOGY", THEN REMOVE THOSE VALUE(S) FOR CERTIFICATION.
2. IF AN ANSWER FOR BENEFITS/PERKS="MEDICAL/DENTAL/VISION/HEALTH INSURANCE" EXISTS AND PROFILE ALSO CONTAINS BENEFITS/PERKS="DENTAL INSURANCE" AND/OR BENEFITS/PERKS="HEALTH INSURANCE" THEN REMOVE THOSE LATTER VALUE(S) FOR BENEFITS/PERKS.
3. IF ANY CURRENCY <> "US - DOLLARS" THEN FLAG THE PROFILE FOR REVIEW. (THIS RULE TO BE REMOVED AT A LATER TIME WHEN THE SYSTEM HAS GAINED CERTAIN LEVELS OF COMFORT WITH NON-US PROFILES).
4. IF PROFILE DOES NOT CONTAIN AN ANSWER FOR SALARY OR HOURLY RATE, THEN FLAG THE PROFILE FOR REVIEW.
5. IF PROFILE CONTAINS ANY NON-ZERO VALUE FOR SALARY OR HOURLY RATE, AND ALSO CONTAINS ANSWERS FOR THE FIELDGROUPS PROFIT SHARE, MONTHLY ROYALTY, OR DAILY INCOME WITH THE VALUES OF 0, THEN REMOVE THE FIELDGROUP(S) FOR THOSE THAT CONTAIN VALUES OF 0.
6. IF PROFILE CONTAINS A ZERO VALUE FOR ALL COMPENSATION QUESTIONS IN THE PROFILE, THEN DEACTIVATE THE PROFILE.
7. IF THE CURRENCY FIELD DOES NOT MATCH FOR ALL COMPENSATION QUESTIONS IN THE PROFILE, THEN FLAG THE PROFILE FOR REVIEW.
8. IF ANY FIELD EXCEPT THE JOB FIELD CONTAINS "N/A" OR "NONE" THEN GLOBAL REMOVE THE VALUE. IF THE FIELD WAS FOR JOB, THEN FLAG THE PROFILE FOR REVIEW.
9. PROFILES SHOULD ALSO BE MARKED FOR REVIEW IF THEY CONTAIN A NUMBER OF ANSWERS TO FIELDS ACCORDING TO THIS TABLE:

FIELD BENEFITS/PERKS...IF >= 8 ANSWER VALUES IN PROFILE  
FIELD JOB...IF >= 4 ANSWER VALUES IN PROFILE  
FIELD PRIMARY RESPONSIBILITIES...IF >= 8 ANSWER VALUES IN PROFILE  
SKILL...IF >= 8 VALUES  
INDUSTRY ... IF >= 5 VALUES  
OTHER FIELDS ARE OK TO PASS THROUGH.

10. IF THERE IS NO VALUE FOR COUNTRY BUT THERE IS A NON-ZERO VALUE FOR SALARY OR HOURLY RATE WITH CURRENCY="US - DOLLARS", AND THERE IS A VALUE FOR JOB, AND THE EMAIL ADDRESS DOES NOT END IN ".CA", ".BR", ".HK", ETC, THEN ADD COUNTRY="UNITED STATES" TO THE PROFILE.
11. IF CURRENCY=US AND SALARY IS < \$8000 THEN MARK FOR REVIEW. IF HOURLY RATE > 350, OR < 5 US DOLLARS, ALSO MARK FOR REVIEW. DO THIS SIMILAR RULE AGAIN FOR OTHER CURRENCIES AND SALARY/HOURLY RATE RANGES.
12. IF ANY OF THE FOLLOWING "RARE" FIELDGROUPS EXIST IN A PROFILE (POSITION, TENURED, RUNS BATTED IN, ETC), THEN FLAG THE PROFILE FOR REVIEW.
13. IF THERE IS NO EMPLOYER NAME BUT THERE IS A VALUE FOR PRODUCTACTIVITY, THEN REMOVE ANY AND ALL PRODUCTACTIVITY ANSWERS FROM THE PROFILE, BUT ONLY DO IT IF THERE IS NO OTHER REASON FOR THE PROFILE TO BE FLAGGED FOR REVIEW FROM OTHER RULES.
14. IF THERE ARE NO COMPENSATION ANSWERS AT ALL, THEN DEACTIVATE PROFILE.

FIG. 19

15. IF EMAIL NAME CONTAINS FUNNY WORDS LIKE "NEEDAJOB" OR "JOHNDOE" OR "ASDF" OR "QWERTY", OR "TEST", ETC, THEN FLAG PROFILE FOR REVIEW.
16. IF EITHER OF THE CITY OR STATE FIELDS IS THE SAME AS A KNOWN COUNTRY NAME, BUT THE PROFILE'S ANSWER FOR COUNTRY IS NOT THE SAME AS THE PROFILE'S ANSWER FOR CITY AND/OR STATE, THEN FLAG THE PROFILE FOR REVIEW.
17. THE NO-ANSWERS RULE INACTIVATES AND MARKS A PROFILE REVIEWED IF THERE ARE NO ANSWERS AT ALL IN THE PROFILE. ALSO, IF THERE ARE ONLY INDUSTRY FIELDGROUPS ANSWERED (EITHER CONFIRMED OR UN-CONFIRMED) AND NO OTHER TYPES OF FIELDGROUPS ANSWERED, THEN ALSO INACTIVATE AND MARK IT REVIEWED.
18. IF THE EMPLOYER NAME IS LIKE "PAYSCALE" OR "PRIVATE" OR "NONE OF YOUR BUSINESS", ETC, THEN DEACTIVATE PROFILE.
19. IF THE EMAIL NAME CONTAINS "UNDERPAID.COM", "PAYSCALE.COM", (INTERNAL TEST EMAIL ADDRESSES) THEN DEACTIVATE THE PROFILE.
20. IF THERE IS MORE THAN 1 ANSWER FOR BENEFITS/PERKS, BUT ONE OF THEM IS "NONE (CONTRACT-BASED)", THEN THE ANSWER "NONE (CONTRACT-BASED)" SHOULD BE REMOVED FROM THE PROFILE.
21. IF BOTH JOB = "SR. SOFTWARE ENGINEER / DEVELOPER / PROGRAMMER" AND JOB = "SOFTWARE ENGINEER / DEVELOPER / PROGRAMMER" IN THE PROFILE, THEN REMOVE THE LATTER ONE FROM THE PROFILE. IF BOTH JOB = "CONSULTANT, IT" AND JOB = "CONSULTANT" ALSO IN THE PROFILE, THEN REMOVE THE LATTER ONE. IF BOTH JOB = "SENIOR DATABASE ADMINISTRATOR (DBA)" AND JOB = "DATABASE ADMINISTRATOR (DBA)" THEN REMOVE THE LATTER ONE.
22. IF YEARS IN FIELD = 0, AND THE PROFILE'S EMPLOYMENT STATUS / SEARCH GOAL IS NOT "STUDENT/EVALUATING JOB OFFER", THEN MARK PROFILE FOR REVIEW.
23. IF A PROFILE HAS AN UNCONFIRMED (NEW) VALUE FOR CERTIFICATION, AND THERE IS NO DEGREE ANSWERED IN THE PROFILE, THEN IF THE NEW ANSWER FOR CERTIFICATION IS ALREADY AN EXACT MATCH OF AN EXISTING VALUE FOR THE "DEGREE" FIELD, REMOVE THE UNCONFIRMED CERTIFICATION FROM THE PROFILE AND ADD THE KNOWN DEGREE INSTEAD.
24. PROFILES WITH THESE JOB COMBINATIONS SHOULD BE MARKED FOR REVIEW: (ASSOCIATE ATTORNEY OR ENTRY-LEVEL ATTORNEY) AND (GENERAL COUNSEL OR PARTNER - LAW FIRM).
25. CHECK/APPLY ALL ABOVE RULES TO THE PROFILE FIRST. IF THERE IS NO REASON FOR THE PROFILE TO BE DEACTIVATED OR FLAGGED FOR REVIEW, BUT IF A PROFILE HAS NO SMART REPORT YET AND THERE IS A VALUE FOR JOB THAT WOULD SUCCEED IF THE SMART REPORT WAS RUN, THEN AUTOMATICALLY ORDER AND DELIVER A SMART REPORT FOR THIS PROFILE.
26. CHECK/APPLY ALL ABOVE RULES TO THE PROFILE FIRST. IF THERE IS NO REASON FOR THE PROFILE TO BE DEACTIVATED OR FLAGGED FOR REVIEW, AND IF THERE IS A VALUE FOR COUNTRY, A NON-ZERO VALUE FOR SALARY OR HOURLY RATE, AND VALUE FOR JOB THAT WOULD SUCCEED THE SMART REPORT WHEN RUN (OR IF THE LAST SMART REPORT IS KNOWN TO HAVE SUCCEEDED), THEN ACTIVATE THE PROFILE.

**FIG. 19**  
**(Continued)**

The best analysis available comparing your job profile to the salary and compensation packages of people whose skills and experiences match yours.

## Get The Payscale Report!

- Preparing for a salary negotiation?
- Contemplating a career or job change?
- Thinking of moving to a new city?
- Looking for peace of mind?

Start by selecting one of the following:

- ☒ Currently employed, seeking information
- ☐ Not Employed, seeking information
- ☐ Evaluating specific job offer or raise

### Login Information:

E-mail Address:

(Must be a valid email address  
your privacy is assured.)

Password:

Confirm Password:

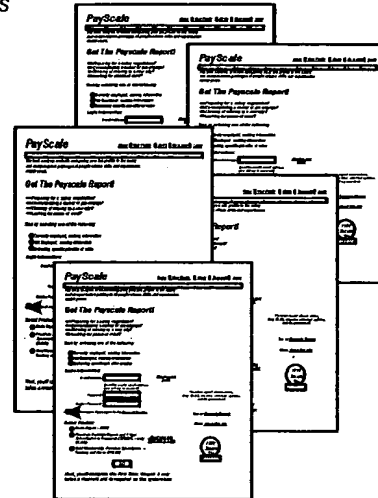
☐ ← Check here if you agree to the [Terms of Service](#).

### Select Product:

- ☐ Basic Report - FREE!
- ☒ Premium Payscale Report and 1 Year Subscription to Research (SPECIAL - only \$9.95!) - [Read why this selection is best!](#)
- ☐ Gold Membership: Premium Subscription + Tracking and Alerts (\$19.95)

**GO**

(Existing user  
login)



Premium report shown above,  
Only \$9.95, includes unlimited updates,  
and it's guaranteed.

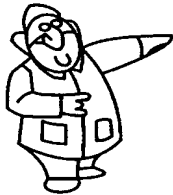
[See an Example Report](#)

[More about this site](#)



Next, you'll complete the First Time Wizard. It only takes a moment and is required so the system can

**FIG. 20**

**Build Your Profile**

Answer these questions to create your Payscale Report. Be honest otherwise your report will not work!

Profile meter:

This profile is 0% complete. At %100 we will show you how you compare.

Question:

**Industry**

About this question:

Industry is the type of work or profession you are in.

☐ SELECT YOUR PRIMARY INDUSTRY. YOU MAY CHOOSE MORE THAN ONE IF NEEDED:

(Part 1 of 1)

Type answer:

Or choose from popular answers:

- ☐ IT -- Computer, Software
- ☐ IT -- Computer, Hardware / Systems
- ☐ IT -- Networking
- ☐ Administrative, Support, and Clerical
- ☐ Finance / Accounting
- ☐ Healthcare - Services
- ☐ Legal Services, Legislature, Law
- ☐ Engineering
- ☐ Manufacturing
- ☐ Internet and New Media
- ☐ Consulting Services
- ☐ Human Resources
- ☐ Retail
- ☐ Telecommunications
- ☐ E-Commerce

[More...](#)

**Answer**

**Clear**

If this question is not relevant to your job profile, you can **Skip** it.

Security Notice: Your Privacy is important. Only the computer system uses your information to make comparisons as a service to you.

**FIG. 21**

**More Answers***Here are More Answers for Industry...*

Choose below, or search to find your answer:

 **GO****INDUSTRIES:**Browse: [A](#) [B](#) [C](#) [D](#) [E](#) [F](#) [G](#) [H](#) [I](#) [J](#) [K](#) [L](#) [M](#) [N](#) [O](#) [P](#) [Q](#) [R](#) [S](#) [T](#) [U](#) [V](#) [W](#) [X](#) [Y](#) [Z](#) <#> [All](#)**(A)**

- ☐ a4
- ☐ Account Management
- ☐ accounts payable
- ☐ Acupuncture
- ☐ Adhesives & Sealants
- ☐ Administrative, Support, and Clerical
- ☐ Admissions Representative
- ☐ Advertising
- ☐ Aerospace Systems
- ☐ Aerospace, Aeronautics, Astronautics, Defense
- ☐ Aggregate Equipment
- ☐ Agriculture
- ☐ Agriculture, Forestry, Fishing
- ☐ Air Courier (Transportation)
- ☐ Air Traffic Controller
- ☐ Anesthesiologist
- ☐ Apparel / Accessories
- ☐ Appliance & tool (Consumer Cyclical)
- ☐ Archaeology
- ☐ Architectural Millwork
- ☐ Architecture
- ☐ Art Education / Museums
- ☐ art historian gallery sales
- ☐ Arts and Entertainment
- ☐ Arts Information and box office
- ☐ AS/400 Computer Operator
- ☐ attorney
- ☐ Audio & Video Equipment

**FIG. 22**



**PayScale!****SS4**[Home](#) | [Your Profile](#) | [Alerts](#) | [Research](#) | [Logout](#)**Confirm Answers**

Please CONFIRM Your Answer for Industry...


You answered: "Zoomba"

Confirm your original answer by typing it again:

Your Answer:

Confirm Answer:

Note: Use proper spelling, correct upper/lower case letters, and complete answers.

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**FIG. 23**

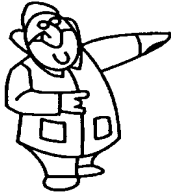
**PayScale!****SS5**[Home](#) | [Your Profile](#) | [Alerts](#) | [Research](#) | [Logout](#)**Please select from the following choices***Please select questions that fit most appropriately for you.***Compensation***Check each form of compensation that you receive, and then choose the finished button.***Finished**☐ Salary☐ Bonus☐ Hourly Rate☐ Overtime Rate☐ Profit/Equity Share☐ Average Monthly Income☐ Commission on Sales☐ Average Daily Income☐ Monthly Royalties*The questions above will be used to compare your compensation with other people who have similar answers. Check the questions that pertain to your profile, and then click one of the Finished buttons.***Finished**

**Security Notice:** Your Privacy is important. Only the computer system uses your information to make comparisons as a service to you.

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**FIG. 24**

**Build Your Profile**

Answer these questions to create your Payscale Report. Be honest otherwise your report will not work!

Profile meter:

 This profile is 31% complete. At %100 we will show you how you compare.

**Question:**

About this question:

**Salary**

Salary is how much you make per year, excluding bonuses and other forms of compensation. Also confirm the currency and whether this is a full-time salary or not. (Be honest, otherwise the system can not provide a correct comparison for you!)

**▶ ENTER YOUR ANNUAL SALARY:**

(Part 1 of 3)

Enter your Annual Salary:


**▶ SELECT CURRENCY:**

(Part 2 of 3)

**▶ SELECT THE STANDARD PAY RATE FOR THIS SALARY:**

(Part 3 of 3)

If this question is not relevant to your job profile, you can  it.

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**FIG. 25**

*Please wait*

*Your FREE Basic Report is being calculated.*

*Order Your Premium Report on the next page...*

***Learn what the highest-paid individuals  
in your job are making and why.***

- *It could mean **thousands** of dollars more in wages and benefits*
- *Where the **best place to work** are*
- ***Highest valued skills** in your field*
- *Benefits and perks received by **your peers***
- *Which industries **pay the most***
- ***Other careers** you could do*
- *Possible "ceiling" due to your **age and gender***
- ***See Real Profiles** of people like you, **and more!***

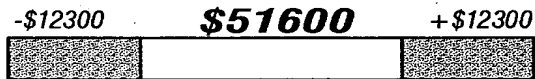
*(Available for order on the next page...)*

**FIG. 26**

**Your Summary Report**

Generated on Tuesday, December 10, 2002, for patentapp@douglastarr.com

PayScale analyzed the compensation of people with job profiles most similar to yours. Here are the results (figures shown in US - Dollars):

**1. The average compensation of your peer group is:****2. Your compensation ranked: 87% Grade: B+**  
(A grade of "C" is average.)**PREMIUM REPORT****YOUR** Detailed Analysis**ORDER NOW**  
**\$9.95****Find out:**

- ✓ Information to negotiate higher compensation.
- ✓ Employers that pay more.
- ✓ Most valuable skills.
- ✓ Benefits for your job type and experience.
- ✓ Expected increases with experience.
- ✓ Top-paying locations if you are moving.

**Guaranteed to inform or money back.****Continue→****3. What To Do Next**

Compensation is an important aspect of your career. Your PayScale Premium Report provides you information needed to negotiate your job title, compensation, and benefits, more effectively. It's only \$9.95.

**Your Profile**

Your profile answers were last updated on 11/6/2002. (Make sure they're up to date!)

Email:

First Name:

Last Name:

Allow emails:

[▶ View your current PayScale Report](#)**Subscription Status**

You are a member since: 11/28/2001 11:17:53 A.M.

**Your Answers**

Make sure your answers describe your industry, employer, job type, compensation, and other attributes you think are important to analyze. Edit this information as necessary. You can also see a list of [all possible profile questions](#).

**Profession and Experience**

Industry ....	IT -- Computer, Hardware / Systems	<a href="#">(Edit)</a>	<a href="#">(Delete)</a>
Industry ....	IT -- Computer, Software	<a href="#">(Edit)</a>	<a href="#">(Delete)</a>
Industry ....	IT -- Networking	<a href="#">(Edit)</a>	<a href="#">(Delete)</a>
Industry ....	Nursing	<a href="#">(Edit)</a>	<a href="#">(Delete)</a>
Job/Position/Title ....	Computer / Network Support Technician	<a href="#">(Edit)</a>	<a href="#">(Delete)</a>
Job/Position/Title ....	Sr. Software Engineer / Developer / Programmer	<a href="#">(Edit)</a>	<a href="#">(Delete)</a>
Years In	5	<a href="#">(Edit)</a>	<a href="#">(Delete)</a>
Field/Career ....			

[▶ Answer more "Profession and Experience" questions...](#)**Other Key Attributes**

Skills/Specialties ....	Visual Basic (VB)	<a href="#">(Edit)</a>	<a href="#">(Delete)</a>
Skills/Specialties ....	Windows NT / 2000 / XP Networking	<a href="#">(Edit)</a>	<a href="#">(Delete)</a>
Skills/Specialties ....	Zzz Zzz	<a href="#">(Edit)</a>	<a href="#">(Delete)</a>
Company's	Computing Solutions - Hardware	<a href="#">(Edit)</a>	<a href="#">(Delete)</a>
Product/Business ....			

[▶ Answer more "Other Key Attributes" questions...](#)**Compensation****FIG. 28**

**PayScale!****SS10**[Home](#) | [Your Profile](#) | [Alerts](#) | [Research](#) | [Logout](#)

## The PayScale Report™

Generated on Monday, October 14, 2002  
For @yahoo.com

### Gold Member Report

Based on an in-depth comparison of the 200 closest matches to  
People Like You™

### Your Compensation Comparison

The following charts compare your compensation package with people in your peer group. You can compare individual elements of your compensation, such as the forms of pay you receive and also your benefits.

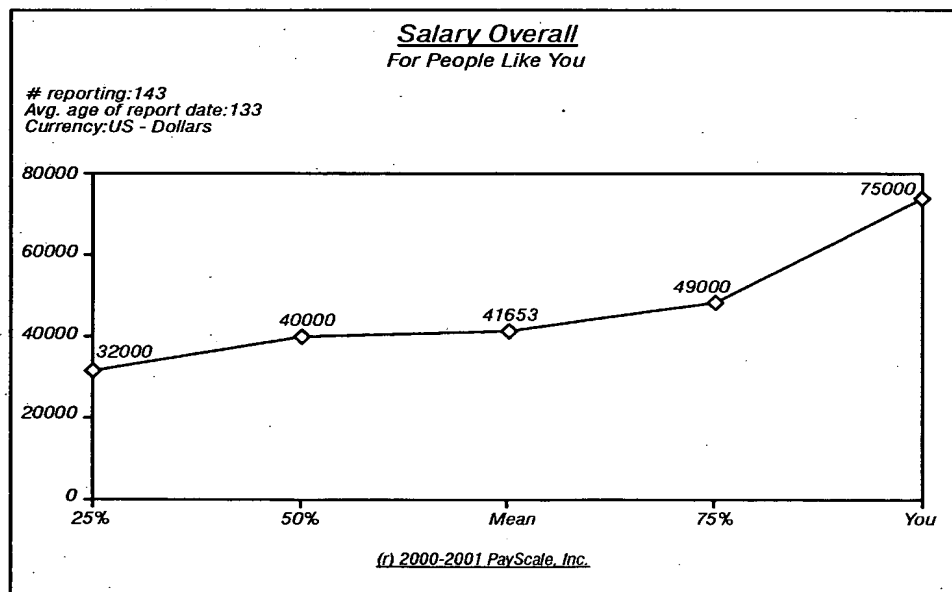


Chart 1a, How your base salary compares to People Like You.

**FIG. 29**

**SS11**

<u>Measure</u>	<u>How You Compare</u>	<u>Avg. Answer</u>	<u>Your Answer</u>
Average Hourly Rate Overall	You didn't answer	459	

**Chart 1b.** How your hourly pay rate compares to People Like You.

<u>Measure</u>	<u>How You Compare</u>	<u>Avg. Answer</u>	<u>Your Answer</u>
Average Bonus Overall	You didn't answer	2969	

**Chart 1c.** How your annual bonus compares to People Like You.

<u>Measure</u>	<u>How You Compare</u>	<u>Avg. Answer</u>	<u>Your Answer</u>
Average Profit Disbursement Overall	You didn't answer	2500	

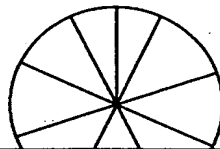
**Chart 1d.** How your profit sharing compares to People Like You.

<u>Measure</u>	<u>How You Compare</u>	<u>Avg. Answer</u>	<u>Your Answer</u>
Average Vacation Overall	😊	3	3

**Chart 2a.** How your paid vacation time compares to People Like You.

**Popular Benefits Overall**  
For People Like You

# reporting: 163  
Avg age of report date: 127



- ☐ Medical/Dental/Vision/Health Insurance
- ☐ 401(k)
- ☐ Casual Dress/Atmosphere
- ☐ Education/Training/Tuition/Certification

**Chart 2b.** Most popular benefits among People Like You. 82% of people in your peer group have answered this question.

The most popular answers in your peer group are below. Those you do not have are marked with an "X"

- ✓ Medical/Dental/Vision/Health Insurance
- ✓ 401(k)
- ✗ Casual Dress/Atmosphere

**FIG. 31**



## Key Business Segments

## SS12

People like you are generally working in the following popular business segments and/or product activities.

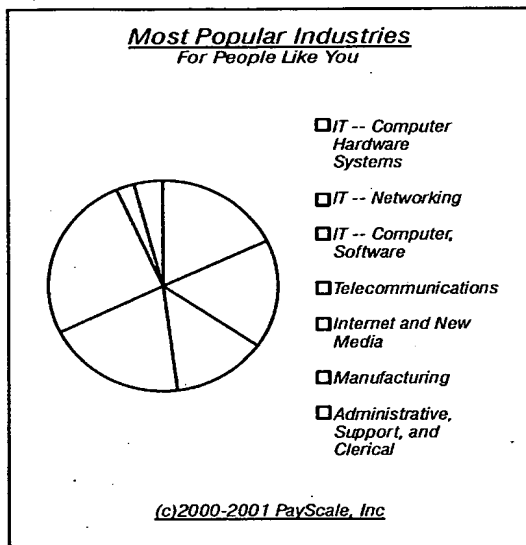


Chart 3a. Top 7 Most Popular Industries.

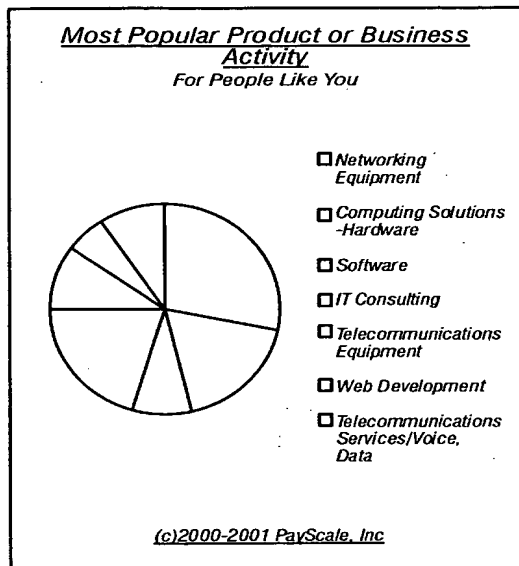


Chart 3b. Top 7 Most Popular Product or Business Activities.

## Pay Influencers

The following reports are an analysis of job attributes (i.e. skills, experience, certifications, specialties, background, etc.) that influence your pay. You will see as many reports as the system can determine based on the profile you entered. From these charts you can see how you are ranked relative to others in your peer group, thus enabling you to determine which factors could increase your market value. Your answers are shown with a grey-colored highlight.

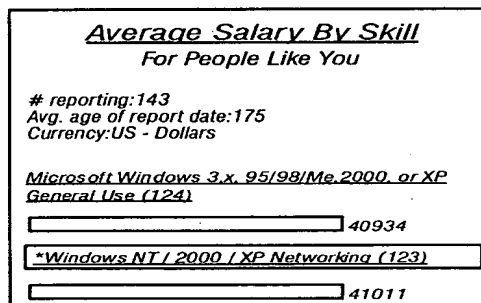
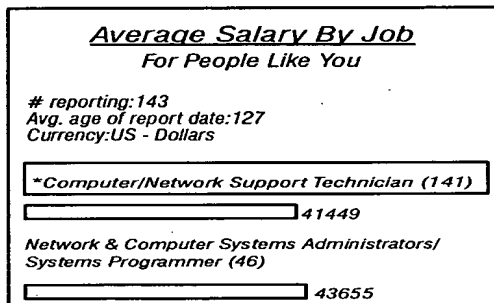


FIG. 32

## Geographic Outlook

**SS13**

Moving can be exciting - a new outlook, new environment, new opportunities. The following compares the effect that geographic location has on your peer group. From these charts you can see what areas pay the most for your peer group

Many factors affect your compensation when moving to a new locale. The most commonly known factor is the standard living. The cost of food, electricity, real estate, rents, gas, etc. can be dramatically different from one location to another if you'd like to compare different standard of living costs, you can consult the most current standard of living tables on the PayScale web site.

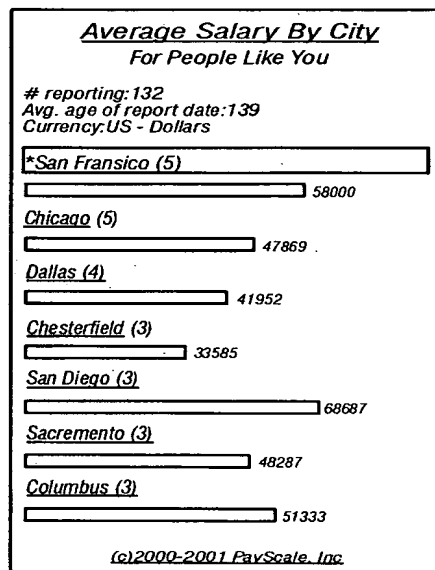


Chart 5a, Top 7 Highest Salary Cities

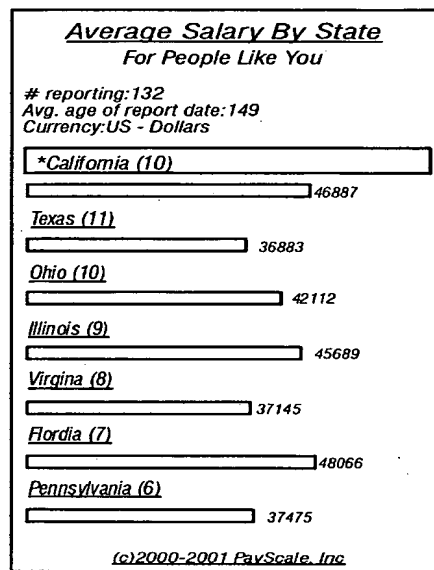
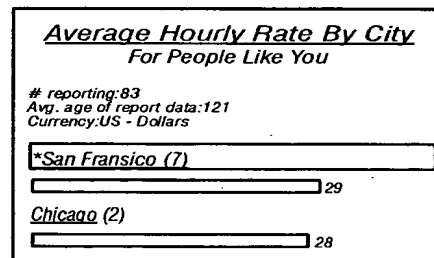
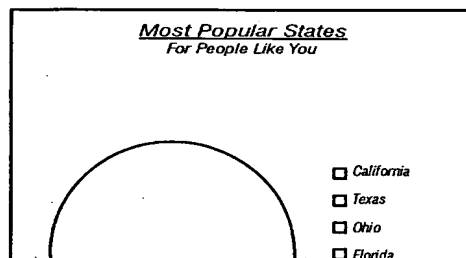


Chart 5b, Top 7 Highest Salary States

**FIG. 33**

## Peer Profiles

**SS14**

The following shows up to 10 detailed anonymous profiles of people most like you. You may find it useful to look at these profiles, as they are examples of the raw data used to calculate this report. This information may help you determine why similar people are making more (or less) than you.

Profile #1 (Great Match: 82)		Source: PayScale Main
Reasons we chose this profile:	same or similar job, same or similar industry, same or similar skills, same experience level	
Industry ...	IT -- Computer, Software (Match!)	
Industry ...	IT -- Computer, Hardware / Systems (Match!)	
Industry ...	IT -- Networking (Match!)	
Current Employer ...	Employer Type: Government - State & Local	
	Employer Name: This data point withheld for privacy - More info	
	Years with Employer: 3	
Job/Position/Title ...	Sr. Software Engineer / Developer / Programmer (Match!)	
Job/Position/Title ...	Computer / Network Support Technician (Match!)	
Job/Position/Title ...	Network & Computer Systems Administrator / Systems Programmer	
Job/Position/Title ...	Network Engineer	
Years In Field/Career ...	5	
Years In Field Range ...	5-9 years (Match!)	
Skills/Specialties ...	Windows NT / 2000 / XP Networking (Match!)	
Skills/Specialties ...	Microsoft Windows 3,x, 95/98/Me, 2000, or XP - General Use	
Skills/Specialties ...	HTML	
Skills/Specialties ...	Visual Basic (VB) (Match!)	
Salary ...	42229	
	Currency: US - Dollars	
	Salary Type: Standard Full-Time 40+ Hours Per Week	
Vacation Time ...	2.5	
Benefits/Perks ...	Medical/Dental/Vision/Health Insurance	
Benefits/Perks ...	Casual Dress/Atmosphere	
Benefits/Perks ...	Flex-Time	
Benefits/Perks ...	Paid Sick Leave	
Job Location ...	City: Albany	
	State or Province: New York	
	Country: United States	
Certifications ...	Microsoft Certified Professional (MCP)	
Profile # 2 (Great Match: 76)		Source: PayScale Main

FIG. 34

## Peer Profiles

**SS14**

The following shows up to 10 detailed anonymous profiles of people most like you. You may find it useful to look at these profiles, as they are examples of the raw data used to calculate this report. This information may help you determine why similar people are making more (or less) than you.

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Reasons we chose this profile:	same or similar job, same or similar industry, same or similar skills, same experience level	
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Industry ...	IT -- Computer, Hardware / Systems (Match!)	
Industry ...	IT -- Networking (Match!)	
Current Employer ...	Employer Type: Government - State & Local	
	Employer Name: This data point withheld for privacy - More info	
	Years with Employer: 3	
Job/Position/Title ...	Sr. Software Engineer / Developer / Programmer (Match!)	
Job/Position/Title ...	Computer / Network Support Technician (Match!)	
Job/Position/Title ...	Network & Computer Systems Administrator / Systems Programmer	
Job/Position/Title ...	Network Engineer	
Years In Field/Career ...	5	
Years In Field Range ...	5-9 years (Match!)	
Skills/Specialties ...	Windows NT / 2000 / XP Networking (Match!)	
Skills/Specialties ...	Microsoft Windows 3,x, 95/98/Me, 2000, or XP - General Use	
Skills/Specialties ...	HTML	
Skills/Specialties ...	Visual Basic (VB) (Match!)	
Salary ...	42229	
	Currency: US - Dollars	
	Salary Type: Standard Full-Time 40+ Hours Per Week	
Vacation Time ...	2.5	
Benefits/Perks ...	Medical/Dental/Vision/Health Insurance	
Benefits/Perks ...	Casual Dress/Atmosphere	
Benefits/Perks ...	Flex-Time	
Benefits/Perks ...	Paid Sick Leave	
Job Location ...	City: Albany	
	State or Province: New York	
	Country: United States	
Certifications ...	Microsoft Certified Professional (MCP)	
Profile # 2 (Great Match: 76)		Source: PayScale Main

FIG. 35

**PayScale!****SS16**[Home](#) | [Your Profile](#) | [Alerts](#) | [Research](#) | [Logout](#)**Welcome to the Research Center**

Search -

Report on any job topic!

[Get Your Own Personal  
PayScale Report™](#)[Read about Gold  
Membership](#)[Track your pay!](#)

This page contains salary/compensation reports for  
**People with Jobs in Network  
Administration/IT/Information  
Systems**

You can also get your own **Personal PayScale Report****Report:** [Hourly Billing Rate](#) - [Bonus](#) - [Company Sales](#) - [Hourly Rate](#)  
[Popular Tallies](#) - [Profit Disbursements](#) - [Salary](#) - [Vacation](#)**Median Salary By City****For People with Jobs in Network  
Administration/IT/Information Systems**# reporting:83  
Avg. age of report data:333  
Currency:US - Dollars**Computer Systems Analyst (406444) (Range:54457 -60974)****Information Systems (15) Manager (287640) (Range:6719-79024)****Network & Computer Systems Administrator / Systems  
Programmer (705680) (Range:46536-52525)****Database Administrator (DBA) (98428) (Range:50225-56087)****Network Systems / Data Communications Analyst (97364) (Range:  
51098-58785)****Programmer Analyst (14970) (Range:14920-50819)****Applications Systems Analyst (10505) (Range:36306-49272)**

(c)2000-2001 PayScale, Inc.

**FREE vs. Paid  
Reports??**[Increase your pay!](#)

Free reports (like on this page)  
are great for summary  
information. But your boss  
might be able to argue why you  
make more or less than these  
figures.

On the other hand, your \$9.95  
**Personal PayScale Report**  
compares people just like  
you, and provides a detailed  
salary analysis

...It is the most accurate  
evaluation available and  
makes the strongest case  
when negotiating or evaluating  
your pay. For the pace of a  
lunch, it's a "must have" for  
anyone who works.

**Buy yours now.**  
Satisfaction is guaranteed

Charts to the left have roughly  
the following skew by location.

**States Breakdown.****For People with Jobs in Network  
Administrations/IT/Information  
Systems**

- ☐
- California
- 
- ☐
- Texas

**FIG. 36**

**PayScale!****SS17**[Home](#) | [Your Profile](#) | [Alerts](#) | [Research](#) | [Logout](#)

@yahoo.com's...

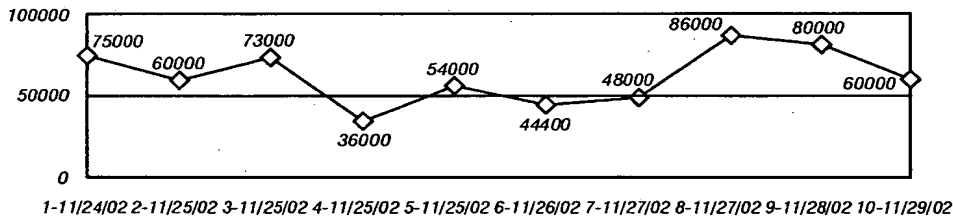
**Weekly Compensation Alerts**

you have been a subscribing member since 11/20/2003 11:17:53 A.M.

Show data for the week of..

**MONDAY, DECEMBER 04, 2002.** [Sunday, November 24, 2002](#) [Saturday, November 09, 2002](#) [Friday, October 25, 2002](#)**Recent Compensation Data.**

For People Like You

SALARY (ANNUAL) Vacation Weeks Bonus (Annual) Hourly Rate Work Week Overtime Rate Overtime Hours  
Monthly Income Annual Profit Share Yearly Sales for Commission Commission Rate

(c)2000-2001 PayScale, Inc.

**Summary**

51 new in People Like You

104 new in Industry=IT -- Computer, Software

75 new in Industry=IT -- Networking

59 new in Industry=IT -- Computer, Hardware / Systems

3 new in Industry=Nursing

116 new in People with Jobs in Network Administration/IT/Information Systems

29 new in Job=Computer / Network Support Technician

**New Profiles**

For People Like You

<a href="#">View Profiles</a>	<a href="#">PayScale Report</a>	Profile #1
<a href="#">View Profiles</a>	<a href="#">Research Center</a>	Industry ...
<a href="#">View Profiles</a>	<a href="#">Research Center</a>	Industry ...
<a href="#">View Profiles</a>	<a href="#">Research Center</a>	Current Employer ...
<a href="#">View Profiles</a>	<a href="#">Research Center</a>	Employer Type: Other On
<a href="#">View Profiles</a>	<a href="#">Research Center</a>	Employer Name: This Date withheld for privacy. <a href="#">More</a>
<a href="#">View Profiles</a>	<a href="#">Research Center</a>	Years with Employer: 1
<a href="#">View Profiles</a>	<a href="#">Research Center</a>	Consultant, IT
<a href="#">View Profiles</a>	<a href="#">Research Center</a>	Job/Position/Title ...
<a href="#">View Profiles</a>	<a href="#">Research Center</a>	Years In Field/ Career ...
<a href="#">View Profiles</a>	<a href="#">Research Center</a>	1

**FIG. 37**

```

<?xml version="1.0 ?>
<Schema xmlns="urn : schemas=microsoft-com:xml-data">

  <!--fg : A fieldgroup, aka , a question, consists of multiple
  fields and attributes -->
  <ElementType name="fg">

    <!-- name : name is how fg is identified, must be unique -->
      <attribute type="name" required="yes"/>

    <!--desc : Short description of fg appearing in question display -
    -->
      <attribute type="desc" default=""/>

    <!-- Longdesc : Longer description of fg appearing in question
    display - -->
      <attribute type="longdesc" default=""/>

    <!-- allowmulti : if 1, this question allows multiple responses, if
    0, does not - -->
      <attribute type="allowmulti" default=""/>

    <!-- importance : no longer used? - -->
      <attribute type="importance" default="General"/>

    <!-- level: no longer used? -->
      <attribute type="level" default="5"/>

    <!-- visible: is this question visible (i.e, survey is not visible
    since it is a system generated question -->
      <attribute type="visble" default="1"/>

    <!-- field: a data point within a fieldgroup. Multiple fields may
    exist in a question. -->
    <!-- eg., if salary is fieldgroup, salary, currency, and workweek
      <element type="field" />
    </ElementType>

  </Schema>

```

FIG. 38

```

<!-- field: a data point -->
<ElementType name="field">
  <!-- name : name is how field is identified, must be unique -->
    <attribute type="name" required="yes"/>

  <!-- desc : desc is how field is described in display -->
    <attribute type="desc" default="">

  <!-- type : datatype with one of the following values -->
  <!-- "string", "numeric", "currency" -->
    <attribute type="type" default="string"/>

  <!-- displaytype : how is this field displayed? -->
  <!-- one of the following values -->
  <!-- "input box", "dropdown", " " -->
    <attribute type="displaytype" default="input box"/>

  <!-- autoaffinity:do new answers to this field generate affinity
  groups with that new answer as the only value automatically? -->
  <!-- 1=yes, 0=no -->
    <attribute type="autoaffinity" default="0"/>

  <!-- showpopular: do we show popular answers to this field? -->
  <!-- this only applies to string answers, not numeric or currency
  -->
  <!-- 1=yes, 0=no -->
  <!-- an example of "no" is zip code, which is a text field, but
  showing popular zip codes is not useful -->
    <attribute type="showpopular" default="1"/>

  <!-- affinityimportance : this is no longer used -->
    <attribute type="affinityimportance" default="1"/>

  <!-- showrelated: this is no longer used -->
    <attribute type="showrelated" default="1"/>

```

FIG. 39



```
<!-- prompt: a text value that shows what the prompt is next to
this question on display -->
  <attribute type="prompt" default=""/>

<!-- deterministic: used in conjunction with "autoaffinity", if
autoaffinity=1, then deterministic -->
<!-- means that the affinity is "deterministic", and hence is used
in calculating smart reports (people like you) -->
<!-- this will be removed in a future version -->

  <attribute type="deterministic" default="1"/>

<!-- level: no longer used -->
  <attribute type="level" default="5"/>

<!-- answervalue: a pre-defined answer value for this field. This
is useful for pre-loading some answers into the system -->
<!-- multiple answervalues are allowed. -->
  <element type="answervalue" />
</ElementType>
```

**FIG. 39**  
**(Continued)**

```
<!-- affinity : a grouping of profiles, by property -->
<ElementType name="affinity">
  <!-- name : a unique name for this affinity -->
    <attribute type="name"/>
  <!-- affinityimportance : no longer used -->
    <attribute type="affinityimportance" default="1"/>
  <!-- deterministic : 0=no, 1=yes, if yes, then this affinity is
used to determine "people like you" in smart report -->
  <!-- may be deprecated soon -->
    <attribute type="deterministic" default="1"/>
</ElementType>
```

**FIG. 40**

```

<!-- report: an aggregate definition, which is used by the report
engine to create aggregates -->
<!-- each report is aggregate over all affinity groups, given a
measure (optional) , dimension (optional) -->
<!-- aggregate report contains datasource, affinity_id, count,
avg (measure) , dimension, avg (age of data) -->
<!-- future aggregates may contain medians, other statistical
measures -->
<ElementType name="report">
  <!-- name: a unique -->name for this report -->
    <attribute type="name"
  <!-- measure: no longer used -->
    <element type="measure"/>
  <!-- aggregate : no longer used -->
    <attribute type="aggregate"/>
  <!-- measurefg: the fieldgroup of this measure (ie, "salary") -->
    <attribute type="measurefg" default=""/>
  <!-- measurefg" the field of this measure (ie, "salary") -->
  <!-- if measurefg is "", then only count is given -->
    <attribute type="measurefield" default=""/>
  <!-- dimesionfg= the fg of this dimension (ie, "industry") -->

  <!-- if dimensionfg is "", then measure is averaged and counted
over entire group (single value) -->
    <attribute type="dimesionfg" default=""/>
  <!-- dimensionfield: the field of this dimension (ie, "industry")
-->
    <attribute type="dimensionfield" default=""/>
  <!--minmeasure: artifact that is the default minimum used by
displaymechanism for report -->
  <!-- will be deprecated -->
    <attribute type="minmeasure" default="0"/>
  <!-- maxmeasure: artifact that is the default maximum used by
display mechanism for report -->
  <!-- will be deprecated -->
    <attribute type="maxmeasure" default="200000"/>
</ElementType>

```

FIG. 41

```

<ElementType name="profile">

  <!-- answergroup: a set of answers to a particular question [or
  this profile -->
    <!--element type ="answergroup" />
  <!-- name: a descriptive name that must be unique for this profile
  -->
    <attribute type="name" required="yes"/>

  <!-- desc: a description used to store information about this
  profile in the db -->
    <attribute type="desc" default=""/>

  <!-- importance: no longer used -->
    <attribute type="importance" />

  <!-- status: determines if this is a seed profile or a normal
  profile -->
  <!-- seed profiles are not used in aggregate average calculations -
  -->
  <!-- but are used in popular question and answer weightings -->
  <!-- registered profiles are used in everything -->
  <!-- answers: "seed", "registered" -->
    <attribute type="status" />

  <!-- weight: how many people this profile represents. Used to take
  in surveys -->
  <!-- with only aggregate data. An individual profile has a weight
  of 1 -->
    <attribute type="weight" default="1"/>

  <!-- lastupdated: the date/time that this profile was updated last
  -->
  <!-- used to age data -->
    <attribute type="lastupdated" default=""/>
</ElementType>

```

FIG. 42

```

<!-- answergroup: a group of answers for a profile -->
<ElementType name="answergroup">
  <!-- name: the fg name for this answergroup -->
    <attribute type="name" required="yes"/>
  <!-- answer: the answer to a particular field (can be multiple) -->
    <element type="answer" />
</ElementType>

```

**FIG. 43**

```

<!-- reportgroup: display instructions for a report, such as the
Smart Report or Research Center -->
<!-- data is stored in tables which is used currently by hardcoded
pages -->
<!-- more generic reportgroups coming soon -->
<ElementType name="reportgroup">
  <!-- name: unique name of this reportgroup -->
  <!-- desc: comment description -->
    <attribute type="desc" default=""/>
  <!-- reportarea: groupings of reports -->
    <element type="reportarea"/>
</ElementType>

```

**FIG. 44**

```

<!-- reportarea: groupings of reports (ie. "Salary Reports",
Reports about Demographics", etc) -->
<ElementType name="reportarea">
  <!-- name: unique name of this report area -->
    <attribute type="name" required="yes"/>
  <!-- desc: description of this reportarea -->
    <attribute type="desc" default=""/>
  <!--memberreport: information about which report to display, and
how to display it -->
    <element type="memberreport"/>
</ElementType>

```

**FIG. 45**

```

<ElementType name="memberreport">
<!-- name: report name, defined from report tag, must exist already
-->
  <attribute type="name" required="yes"/>
<!-- reportdisplaytype: the way this report is displayed -->
<!-- choices: "pie chart", "bar chart", "pie chart with matches",
"table" -->
<!-- new choices may be added as they are coded -->
  <attribute type="reportdisplaytype" default="bar chart"/>
<!-- rowcount: number of rows to show in report, 0 means all rows -
->
  <attribute type="rowcount" default="0"/>
<!-- reportcaption: short caption describing report -->
  <element type="reportcaption" />
<!-- reportexplanation: longer explanation describing report -->
  <element type="reportexplanation" />
</ElementType>

```

FIG. 46

```

<!-- wizard: a set of questions aiming to get information from a
user regarding some "purpose" -->
  <ElementType name="wizard">
<!-- id: unique number identifying this wizard -->
  <attribute type="id" />
<!-- relationtype: 0=fieldgroup relation (question relation) -->
<!-- relationtype: 1=answer relation -->
  <attribute type="relationtype" default="0" />
<!-- clearrelations: 0=no, 1=yes clears all previous relations for
this wizard (for this relationtype) when loading -->
  <attribute type="clearrelations" default="0" />
<!-- clearlevels: 0=no, 1=yes clears all levels for this wizard when
loading -->
  <attribute type="clearlevels" default="0"/>
<!-- relation: definition of a specific relationship -->
  <element type="relation"/>
<!-- level: definition of a specific level -->
  <element type="level"/>
</ElementType>

```

FIG. 47

```

<!-- relation: a relationship between a fieldgroup and a parent
fieldgroup/field -->
  <ElementType name="relation">
    <!-- name: the name of the fieldgroup -->
      <attribute type="name" />
    <!-- parent: the name of the parent fieldgroup -->
      <attribute type="parent" />
    <!-- parentfield: the name of the parent field (within the parent
    fieldgroup) -->
      <attribute type="parentfield" />
  </ElementType>

```

**FIG. 48**

```

<!-- level: a definition of a constraint and ordering mechanism
within a wizard -->
  <ElementType name="level">
    <!-- id: the priority of this level - the lower the number, the
    earlier it appears -->
      <attribute type="id" />
    <!-- is required = 0=no, 1=yes if the level is required, one fg from
    the level must be answered, or the default fg is asked -->
      <attribute type="isrequired" default="0" />
    <!-- fg: name of fg in this level -->
      <element type="fg" />
  </ElementType>

```

**FIG. 49**

```

<!-- profilesearch: a scored search consisting of combinations of
groups of questions -->
<ElementType name="profilesearch">
<!-- name: unique name describing this search -->
    <attribute type="name"/>
<!-- mincount: the minimum number of profiles which must match
to be included in the results -->
    <attribute type="mincount"/>
<!-- maxcount: the maximum number of profiles which can be
included in the results -->
    <attribute type="maxcount"/>
<element type="filter" />
<element type="survey" />
<element type="matchgroup" />
<element type="ranking" />

<ElementType>

```

**FIG. 50**

```

<!-- matchgroup: a group of questions -->
<ElementType name "matchgroup">
<!-- name: the name of the survey to be used -->
    <attribute type="name" />
    <attribute type="search" />
</ElementType>

```

**FIG. 51**

```

<ElementType name="ranking">
<!-- name: the name of this ranking -->
    <attribute type="name"/>
<!-- low: the low score in this ranking -->
    <attribute type="low"/>
<!-- high: the high score in this ranking -->
    <attribute type="high"/>
</ElementType>

```

**FIG. 52**



```

<?xml version "1.0" ?>
<survey name="Underpaid.com Main Survey" datasource "Underpaid.com
<Web Survey" xmins="x-schema:/xml/schema.xml">
  <targetgroup name="General - Industry FieldGroups">
    <fg name="Survey" desc="survey" longdesc="Survey"
allowmulti="0" level="1" category="Profession and Experience"
visible="0">
      <field name="Survey" desc="Survey"
type="string" displaytype="input box" level="1" autoaffinity="1"
showpopular="1" showrelated="0" deterministic="0">
        <answervalue name="Underpaid.com
Main Survey"></answervalue>
      </field>
    </fg>
    <fg name="Industry" level="2" desc="Industry"
longdesc="industry is the type of work or profession you are in."
allowmulti="1" category="Profession and Experience">
      <field name="Industry" level="2"
desc="Industry type="string" displaytype="input box"
autoaffinity="1" showpopular="1" prompt="Select your primary
Industry. You may choose more than one if needed:"> </field>
    </fg>
  </targetgroup>
</survey>

```

FIG. 53

```

<!-- INDUSTRY & PRODUCTACTIVITY REPORTS -->
  <report name="Average Salary by Industry"
measurefg="salary" measurefield="Salary" dimensionfg="Industry"
dimensionfield="Industry"/>
  <report name="Average Company Market Cap by Industry"
measurefg="CompanyMarketCap" measurefield="CompanyMarketCap"
dimensionfg="Industry" dimensionfield="Industry"/>
  <report name="Average Company Sales by Industry"
measurefg="CompanySales" measurefield="CompanySales"
dimensionfg="Industry" dimensionfield="Industry"/>
  <report name="Average Hourly Rate by Industry"
measurefg="Hourly Rate" minmeasure="0" maxmeasure="600"
measurefield="Hourly Rate" dimensionfg="Industry"
dimensionfield="Industry"/>
  <report name="Average Bonus by Industry"
measurefg="Bonus" minmeasure="0" maxmeasure="100000"
measurefield="Bonus" dimensionfg="Industry"
dimensionfield="Industry"/>
  <report name="Average Vacation Weeks by Industry"
minmeasure="0" maxmeasure="20" measurefg="Vacation"
measurefield="Vacation" dimensionfg="Industry"
dimensionfield="Industry"/>
  <report name="Average Profit Disbursement by Industry"
measurefg="Profit Share" measurefield="Annual Profit Disbursement"
dimensionfg="Industry" dimensionfield="Industry"/>
  <report name="Average Hourly Billing Rate by Industry"
measurefg="Hourly Billing Rate" measurefield="Hourly Billing Rate"
dimensionfg="Industry" dimensionfield="Industry"/>
  <report name="Average Salary by ProductActivity"
measurefg="Salary" measurefield="Salary"
dimensionfg="ProductActivity" dimensionfield="ProductActivity"/>
  <report name="Average Bonus by ProductActivity"
measurefg="Bonus" minmeasure="0" maxmeasure="100000"
measurefield="Bonus" dimensionfg="ProductActivity"
dimensionfield="ProductActivity"/>
  <report name="Average Company Market Cap by
ProductActivity" measurefg="CompanyMarketCap"
measurefield="CompanyMarketCap" dimensionfg="ProductActivity"
dimensionfield="ProductActivity"/>
  <report name="Average Company Sales by
ProductActivity" measurefg="CompanySales"
measurefield="CompanySales" dimensionfg="ProductActivity"
dimensionfield="ProductActivity"/>

```

FIG. 54

```

<?xml version="1.0" ?>
<survey name="Underpaid.com Main Survey" datasource="Underpaid.com
Web Survey" xmlns="x-schema:/xml/schema.xml">
  <targetgroup name="General reports">
    <reportgroup name="RESEARCHREPORT" desc="Research
Report">
      <reportarea name="POPULARTALLIES"
desc="Popular Tallies">
        <memberreport name="Most Popular
Cities" reportdisplaytype="Pie Chart" rowcount="7">
          <reportcaption>Most
Popular Cities</reportcaption>
          <reportexplanation>Top 7
Most Popular Cities.</reportexplanation>
        </memberreport>
        <memberreport name="Most Popular
States" reportdisplaytype="Pie Chart" rowcount="7">
          <reportcaption>Most
Popular States</reportcaption>
          <reportexplanation>Top 7
Most Popular States.</reportexplanation>
        </memberreport>
        <memberreport name="Most popular
Skills" reportdisplaytype="Pie Chart" rowcount="10">
          <reportcaption>Most
Popular Skills</reportcaption>
          <reportexplanation>Top
10 most Popular Skills.</reportexplanation>
        </memberreport>
        <memberreport name="Most Popular
Certifications" reportdisplaytype="Pie Chart" rowcount="7">
          <reportcaption>Most
Popular Benefits</reportcaption>
          <reportexplanation>Top 7
Most Popular Benefits.</reportexplanation>
        </memberreport>
        <memberreport name="Gender
Breakdown" reportdisplaytype="Pie Chart" rowcount="7">
          <reportcaption>Gender
Breakdown Report</reportcaption>
          <reportexplanation>Males

```

FIG. 55A

```

and Females.</reportexplanation>
                                </memberreport>
                                <memberreport names="Age Range
Breakdown" reportdisplaytype="Pie Chart" rowcount="7"
                                <reportcaption>Age Range
Breakdown Report</reportcaption>
                                <reportexplanation>Age
Ranges.</reportexplanation>
                                </memberreport>
                                <memberreport name="Most Popular
Practice Areas" reportdisplaytype="Pie Chart" rowcount="7"
                                <reportcaption>Most
Popular Practice Areas</reportcaption>
                                <reportexplanation>Top 7
Most Popular Practice Areas.<reportexplanation>
                                </memberreport>
                                <memberreport name="Most Popular
Schools" reportdisplaytype="Pie Chart" rowcount="7">
                                <reportcaption>Most
Popular Schools</reportcaption>
                                <reportexplanation>Top 7
Most Popular Schools.<reportexplanation>
                                </memberreport>
                                </reportarea>
                                <reportarea name="SALARY" desc="Salary">
                                <memberreport name="Average Salary
By Years_ Experience Range" reportdisplaytype="Bar Chart"
rowcount="0"
                                <reportcaption>Average
Salary By Experience</reportcaption>
                                <reportexplanation>Average Salary By Years
Experience.</reportexplanation>
                                </memberreport>
                                <memberreport name="Average Salary
By Skill" reportdisplaytype="Bar Chart" rowcount="10">
                                <reportcaption>Average

```

**FIG. 55A**  
(Continued)

```

Salary By Skill</reportcaption>
                                <reportexplanation>Top
10 Highest Salary Skills.</reportexplanation>
                                </memberreport>
                                <memberreport name="Average Salary
By Certification" reportdisplaytype="Bar Chart" rowcount="10">
                                <reportcaption>Average
Salary By Certification</reportcaption>
                                <reportexplanation>Top
10 Highest Salary Certifications.</reportexplanation>
                                </memberreport>
                                <memberreport name="Average Salary
By Employer" reportdisplaytype="Bar Chart" rowcount="7">
                                <reportcaption>Average
Salary By Employer</reportcaption>
                                <reportexplanation>Top 7
Highest Salary Employers.</reportexplanation>
                                </memberreport>
                                <memberreport name="Average Salary
by Employer Type" reportdisplaytype="Bar Chart" rowcount="0">
                                <reportcaption>Average
Salary By Employer Type</reportcaption>
                                <reportexplanation>Average Salary By Employer
Type.</reportexplanation>
                                </memberreport>
                                <memberreport name="Average Salary
By Industry" reportdisplaytype="Bar Chart" rowcount="7">
                                <reportcaption>Average
Salary By Industry</reportcaption>
                                <reportexplanation>Top 7.
Highest Salary Industries.</reportexplanation>
                                </memberreport>
                                <memberreport name="Average Salary
By ProductActivity" reportdisplaytype="Bar Chart" rowcount="7">
                                <reportcaption>Average
Salary By Product Activity</reportcaption>
                                <reportexplanation>Top 7
Highest Salary Product Activities.</reportexplanation>
                                </memberreport>
                                <memberreport name="Average Salary

```

FIG. 55B

By Job" reportdisplaytype="Bar Chart" rowcount="7"  
 <reportcaption>Average  
 Salary By Job</reportcaption>  
 <reportexplanation>Top 7  
 Highest Salary Jobs.</reportexplanation>  
 </memberreport>  
 <memberreport name="Average Salary  
 By Position" reportdisplaytype="Bar Chart" rowcount="7">  
 <reportcaption>Average  
 Salary By Position</reportcaption>  
 <reportexplanation>Top 7  
 Highest Salary Position By Positions.</reportexplanation>  
 </memberreport>  
 <memberreport name="Average Salary  
 By City" reportdisplaytype="Bar Chart" rowcount="7">  
 <reportcaption>Average  
 Salary By City</reportcaption>  
 <reportexplanation>Top 7  
 Highest Salary Cities.</reportexplanation>  
 </memberreport>  
 <memberreport name="Average Salary  
 By State" reportdisplaytype="Bar Chart" rowcount="7">  
 <reportcaption>Average  
 Salary By State</reportcaption>  
 <reportexplanation>Top 7  
 Highest Salary States.</reportexplanation>  
 </memberreport>  
 <memberreport name="Average Salary  
 By Age Range" reportdisplaytype="Bar Chart" rowcount="0">  
 <reportcaption>Average  
 Salary By Age</reportcaption>  
 <reportexplanation>Average Salary By Age  
 Range.</reportexplanation>  
 </memberreport>  
 <memberreport name="Average Salary  
 By Gender" reportdisplaytype="Bar Chart" rowcount="2">  
 <reportcaption>Average  
 Salary By Gender</reportcaption>  
 <reportexplanation>Female vs. Male Average  
 Salaries.</reportexplanation>  
 </memberreport>  
 <memberreport name="Average Salary  
 By Practice Area" reportdisplaytype="Bar Chart" rowcount="7">  
 <reportcaption>Average

**FIG. 55B**  
**(Continued)**

```

Salary by Practice Area</reportcaption>
<reportexplanation>Top 7
Highest Salary Practice Areas.</reportexplanation>
</memberreport>
<memberreport name="Average Salary
by Lawyers in Firm Range" reportdisplaytype="Bar Chart"
rowcount="0"
<reportcaption>Average
Salary by Size of Firm</reportcaption>
<reportexplanation>Salaries vs. Number of Lawyers in
Firm.</reportexplanation>
</memberreport>
<memberreport name="Average Salary
by School" reportdisplaytype="Bar Chart" rowcount="7"
<reportcaption>Average
Salary by School</reportcaption>
<reportexplanation>Top 7
Highest Salary Schools.</reportexplanation>
</memberreport>
</reportarea>
</reportgroup>

```

**FIG. 55C**

**48/59**

```
<survey name="Major League Baseball-2000" datasource="Underpaid.com
Web Survey" xmins="X-schema:/xml/schema.xml">
  <targetgroup name="Major League Baseball-2000">
    <!-- Questions (defined in the main survey - don't define here, or
    else data might not be available to main survey!) -->
      <fg name="Survey"/>
      <fg name="Industry"/>
      <fg name="Sport"/>
      <fg name="Gender"/>
      <fg name="Salary"/>
      <fg name="Height"/>
      <fg name="Weight"/>
      <fg name="Age"/>
      <fg name="Team"/>
      <fg name="Position"/>
      <fg name="RBIs"/>
      <fg name="Batting Average"/>
      <fg name="Stolen Bases"/>
      <fg name="Slugging Percentage"/>
      <fg name="On Base Percentage"/>
      <fg name="Number Games"/>
      <fg name="At Bats"/>
      <fg name="Runs"/>
      <fg name="Hits"/>
      <fg name="Total Bases"/>
      <fg name="Doubles"/>
      <fg name="Triples"/>
      <fg name="Home Runs"/>
      <fg name="Bases On Balls"/>
      <fg name="Batter Strike Outs"/>
      <fg name="Errors"/>

    <!--Profiles (this is the data - use the "weight" field to show
    how many people) -->

      <profile name="Adam Kennedy" weight="1"
status="registered" desc="" lastupdated="12/30/2000">
        <answergroup name="survey">
          <answer name="survey">Major League
Baseball-2000</answer>
        </answergroup>
        <answergroup name="industry">
          <answer
```

**FIG. 56A**



```

name="industry">Sports</answer>
      <answergroup name="gender">
        <answer
name="gender">Male</answer>
      </answergroup>
      <answergroup name="sport">
        <answer
name="sport">Basebal<answer
      </answer>
      <answer
name="sport_type">Professional</answer>
      </answergroup>
      <answergroup name="team">
        <answer name="team">Anaheim
Angels</answer>
      </answergroup>
      <answergroup name="position">
        <answer name="position">2nd
Baseman</answer>
      </answergroup>
      <answergroup name="salary">
        <answer
name="salary">202500</answer>
        <answer name="currency">US -
Dollars</answer>
      </answergroup>
      <answergroup name="age">
        <answer name="age">25</answer>
      </answergroup>
      <answergroup name="height">
        <answer
name="height">6'1&#34;</answer>
      </answergroup>
      <answergroup name="weight">
        <answer name="weight">180</answer>
      </answergroup>
      <answergroup name="batting average">
        <answer name="batting
average">0.266</answer>
      </answergroup>
      <answergroup name="slugging percentage">
        <answer name="slugging

```

**FIG. 56A**  
**(Continued)**

**50/59**

```
Percentage">0.403</answer>
</answergroup>
<answergroup name="On Base Percentage">
  <answer name="On Base
Percentage">0.3</answer>
</answergroup>
<answergroup name="Number Games">
  <answer name="Number
Games">156</answer>
</answergroup>
<answergroup name="At Bats">
  <answer name="At
Bats">598</answer>
</answergroup>
<answergroup name="runs">
  <answer name="runs">82</answer>
</answergroup>
<answergroup name="Hits">
  <answer name="Hits">159</answer>
</answergroup>
<answergroup name="Total Bases">
  <answer name="Total
Bases">241</answer>
</answergroup>
<answergroup name="Doubles">
  <answer name="Doubles">33</answer>
</answergroup>
<answergroup name="Triples">
  <answer name="Triples">11</answer>
</answergroup>
<answergroup name="Home Runs">
  <answer name="Home
Runs">9</answer>
</answergroup>
<answergroup name="RBIs">
  <answer name="RBIs">72</answer>
</answergroup>
<answergroup name="Bases On Balls">
  <answer name="Bases On
Balls">28</answer>
</answergroup>
<answergroup name="Batter Strike Outs">
  <answer name="Batter Strike
```

**FIG. 56B**

```

Outs">73</answer>
</answergroup>
<answergroup name="Stolen Bases">
  <answer name="Stolen
Bases">22</answer>
</answergroup>
<answergroup name="Errors">
  <answer name="Errors">19</answer>
</answergroup>
</profiles>
<profile name="Ben Molina" weight="1"
status="registered" desc="" lastupdated="12/30/2000">
  <answer name="survey">Major League
Baseball-2000</answer>
</answergroup>
<answergroup name="industry">
  <answer
name="industry">Sports</answer>
</answergroup>
<answergroup name="gender">
  <answer
name="gender">Male</answer>
</answergroup>
<answergroup name="sport">
  <answer
name="sport">Baseball</answer>
</answer>
<answergroup name="team">
  <answer name="team">Anaheim
Angels</answer>
</answergroup>
<answergroup name="position">
  <answer
name="position">Catcher</answer>
</answergroup>
<answergroup name="salary">
  <answer
name="salary">210000</answer>
  <answer name="currency">US-

```

**FIG. 56B**  
**(Continued)**

```

Dollars</answer>
</answergroup>
<answergroup name="age">
  <answer name="age">27</answer>
</answergroup>
<answergroup name="height">
  <answer
name="height">5'11&#34;</answer>
</answergroup>
<answergroup name="weight">
  <answer name="weight">207</answer>
</answergroup>
<answergroup name="Batting average">
  <answer name="batting
average">0.281</answer>
</answergroup>
<answergroup name="slugging percentage">
  <answer name="slugging
percentage">0.421</answer>
</answergroup>
<answergroup name="On Base Percentage">
  <answer name="On Base
Percentage">0.318</answer>
</answergroup>
<answergroup name="Number Games"
  <answer name="Number
Games">130</answer>
</answergroup>
<answergroup name="At Bats">
  <answer name="At
Bats">473</answer>
</answergroup>
<answergroup name="Runs">
  <answer name="runs">59</answer>
</answergroup>
<answergroup name="Home Runs">
  <answer name="Home

```

FIG. 56C

```

Runs">9</answer>
</answergroup>
<answergroup name="Hits">
  <answer name="Hits">133</answer>
</answergroup>
<answergroup name="Total Bases">
  <answer name="Total
Bases">199</answer>
</answergroup>
<answergroup name="Doubles">
  <answer name="Doubles">20</answer>
</answergroup>
<answergroup name="Triples">
  <answer name="Triples">2</answer>
</answergroup>
<answergroup name="Home Runs">
  <answer name="Home
Runs">14</answer>
</answergroup>
<answergroup name="RBIs">
  <answer name="RBIs">71</answer>
</answergroup>
<answergroup name="Bases On Balls">
  <answer name="Bases on
Balls">23</answer>
</answergroup>
<answergroup name="Batter Strike Outs">
  <answer name="Batter Strike
Outs">33</answer>
</answergroup>
<answergroup name="Stolen Bases">
  <answer name=""Stolen
Bases">1</answer>
</answergroup>
<answergroup name="Errors">
  <answer name="Errors">7</answer>
</answergroup>
</profiles>
</targetgroup>
</survey>

```

**FIG. 56C**  
(Continued)

```

<?xml version="1.0" ?>
<wizard id="1" relationtype="1" clearrelations="1" xmlns::"x-
schema:/xml/relations-scheme.mxl">
  <relation name="industry" parent="industry" parentfield="survey"
  />

  <relation name="sport" parent="industry"
  parentfield="industry"/>

  <relation name="practice area" parent="industry"
  parentfield="industry"/>
  <relation name="productactivity" parent="industry"
  parentfield="industry"/>
  <relation name="Store Category" parent="industry"
  parentfield="industry"/>
  <relation name="Restaurant Category" parent="industry"
  parentfield="industry"/>
  <relation name="Cuisine" parent="industry"
  parentfield="industry"/>
  <relation name="Genre" parent="industry"
  parentfield="industry"/>
</wizard>

```

FIG. 57

```

<?xml version="1.0" ?>
<wizard id="1" relationtype="0" clearrelations="1" xmin="x-
schema :/xml/relations-schema.xml

    <relation name="industry" parent="survey" parentfield="survey"/>

    <relation name="sport" parent="industry"
parentfield="industry"/>
    <relation name="practice area" parent="industry"
parentfield="industry"/>
    <relation name="productactivity" parent="industry"
parentfield="industry"/>
    <relation name="Store Category" parent="industry"
parentfield="industry"/>
    <relation name="Restaurant Category" parent="industry"
parentfield="industry"/>
    <relation name="Cuisine" parent="industry"
parentfield="industry"/>
    <relation name="Genre" parent="industry"
parentfield="industry"/>

    <relation name="job" parent="industry" parentfield="industry"/>
    <relation name="job" parent="sport" parentfield="sport"/>
    <relation name="job" parent="practice area"
parentfield="practice area"/>
</wizard>

```

**FIG. 58**

```

<?xml version="1.0" ?>
<wizard id="1" clearlevels="1" xmins="x-schema:/xml/relations-
schema_xml">
  <level id="1" isrequired="1">
    <fg name="industry" isdefault="1" />
  </level>
  <level id="2" isrequired="0">
    <fg name="sport" />
    <fg name="productactivity" />
    <fg name="practice area" />
    <fg name="store category" />
    <fg name="restaurant category" />
    <fg name="cuisine" />
    <fg name="genre" />
  </level>
  <level id="3" isrequired="1">
    <fg name="job" isdefault="1"/>
    <fg name="position"/>
  </level></ wizard>

```

FIG. 59



```

<?xml version "1.0" ?>
<profilesearch name="SmartReport" mincount="2" maxcount="200"
maxage="2" intervaltype="yyyy" xmlns="x-
schema:/xml/profilesearchschema.xml">
  <!-- People who work 40 hours a week, or who have answered
salary, but not the workweek part -->
  <!-- People who are in the USA, or who haven't answered country -
->
    <filter name="STATE" priority="1" />
    <filter name="COUNTRY" priority="2" />
    <filter name="ALLPEOPLE" priority="3" />
    <!-- these are the surveys that this smart report uses -->
    <survey name="PayScale Main" />
    <survey name="Legal Journals - 2000" />
    <survey name="U.S. Bureau of Labor and Statistics" />
    <survey name="IT - 2001" />
    <survey name="Various" />
    <survey name="CEOs - SEC Data" />
    <matchgroup name="same or similar job" deterministic="1"
exactscore="14" maxscore="14" affinityscore="8">
      <!-- if they are in the same job or position it's a
high-scoring match -->
      <affinity class="SEARCH" />
      <search fg="job" field="job" />
      <search fg="position" field="position" />
    </matchgroup>
    <matchgroup name="same or similar industry" deterministic="0"
exactscore="2" maxscore="4" affinityscore="1">
      <!-- being in the same industry (or any of the
following) is good, but it won't make it on it's own -->
      <affinity class="SEARCH" />
      <search fg="industry" field="industry" />
    </matchgroup>
    <matchgroup name="specific job attribute" deterministic="1"
exactscore="5" maxscore="10" affinityscore="2">
      <search fg="practice area" field="practice area" />
      <search fg="teaching rank" field="teaching rank" />
    </matchgroup>
    <matchgroup name="same or similar skills" deterministic="1"
exactscore="2" maxscore="8" affinityscore="1">
      <affinity class="SEARCH" />
      <search fg="skill" field="skill" />

```

FIG. 60A

```

</matchgroup>
<matchgroup name="same or similar certifications"
deterministic="1" exactscore="2" maxscore="8" affinityscore="1" />
    <affinity class="SEARCH" />
    <search fg="certifications" field="certifications" />
</matchgroup>
<matchgroup name="other job attribute" deterministic="1"
exactscore="4" maxscore="8" affinityscore="2">
    <!-- the existence of these fields are also quite
good. these are numeric -->
    <search fg="PIC_Hours" field="PIC_Hours" anyvalue="1"
/>
    <ssearch fg="grade taught" field="grade taught"
anyvalue="1" />
    <search fg="career_home_runs" field="career_home_runs"\
anyvalue="1"
    <search fg="rebounds" field="rebounds" anyvalue="1" />
</matchgroup>
<matchgroup name="same compensation type" deterministic="0"
exactscore="4" maxscore="4" affinityscore="1">
    <search fg="hourly billing rate" field="hourly billing
rate" anyvalue="1" />
</matchgroup>
<matchgroup name="same city" deterministic="0" exactscore="2"
maxscore="2" affinityscore="1">
    <search fg="location" field="city" />
</matchgroup>
<matchgroup name="same or nearby state" deterministic="0"
exactscore="4" maxscore="4" affinityscore="2">
    <affinity class="SEARCH" />
    <search fg="location" field="state" />
</matchgroup>
<matchgroup name="other qualifiers" deterministic="0"
exactscore="4" maxscore="8" affinityscore="1">
    <!-- these improve the overall match score, but are
non-deterministic -->
    <search fg="sport" field="sport" />
    <search fg="productivity" field="productivity"
/>
    <search fg="genre" field="genre" />
    <search fg="company filing status"
field="companystockexchange" />
    <search fg="bar association" field="bar association"
/>
</matchgroup?

```

**FIG. 60A**  
(Continued)

```

<match group name="same employer" deterministic="0"
exactscore="1" maxscore="1" affinityscore="1">
    <!-- these improve the overall score quite a bit, but
are still non-deterministic -->
    <affinity class="SEARCH" />
    <search fg="employer" field="employer name" />
</matchgroup>
<matchgroup name="same experience level" deterministic="0"
exactscore="6" maxscore="6" affinityscore="0">
    <!-- people in your same level of experience should
rise to the top -->
    <search fg="years__Experience Range"
field="years__Experience Range"
</matchgroup>
<ranking name="Good Match" low="7" high="15" />
<ranking name="Great Match" low="15" high="" />
</profilesearch>

```

**FIG. 60B**